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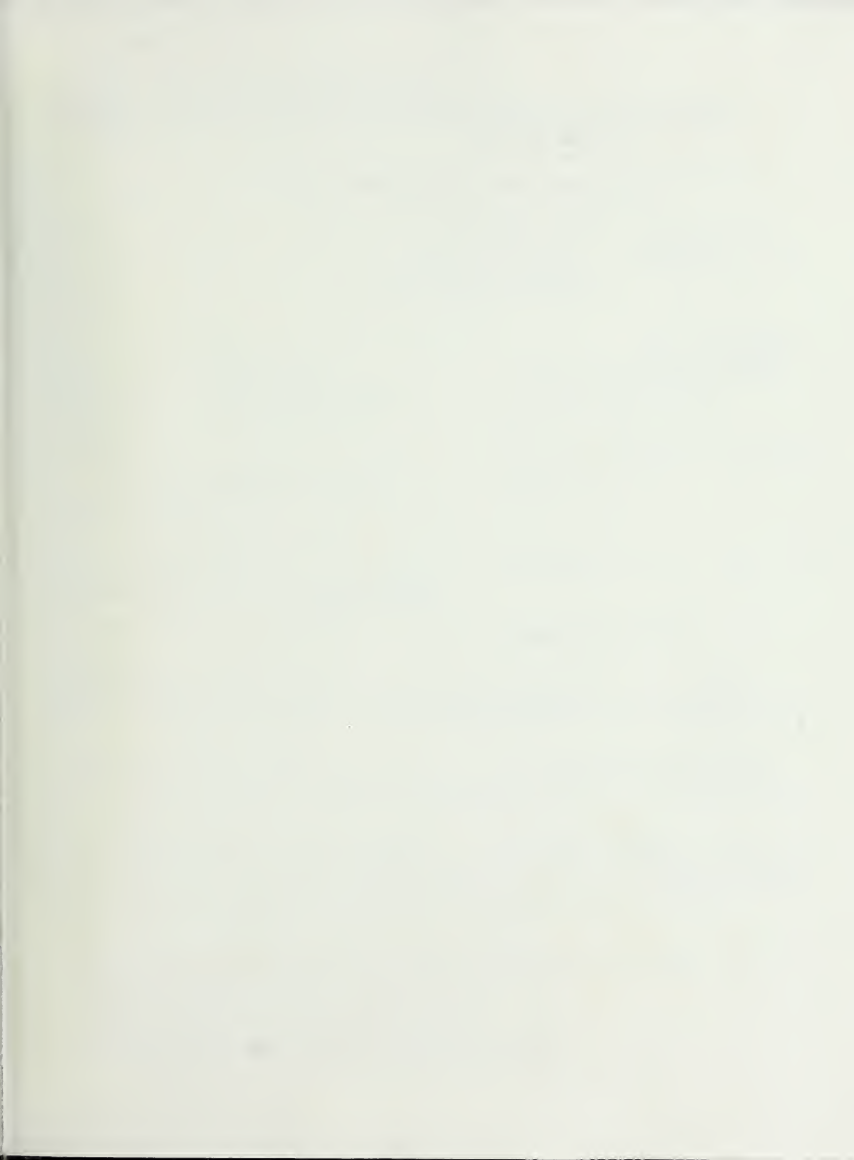


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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

JULIE SOO
President

NANCY KIRSHNER-
RODRIGUEZ
Vice President

ALICIA GAMEZ
Commissioner

KAY GULBENGAY
Commissioner

REBECCA PROWDA
Commissioner

ANDREA SHORTER
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, January 23, 2013

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Vice President Nancy Kirshner-Rodriguez

Commissioner Kay Gulbengay

Commissioner Andrea Shorter

Roster:

President Julie Soo

Commissioner Alicia Gamez

Commissioner Rebecca Prowda

Total Estimated Meeting Time: 1 hour 53 minutes

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Soo.

Action: To approve the meeting agenda.

DISCUSSION/ACTION 2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes December 5, 2012.

Action: To approve draft minutes from December 5, 2012.

DISCUSSION/ACTION 5 min.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Billion Women Rising Presentation

Susan Celia Swan & Marily Mondejar

V Day Executive Director Susan Celia Swan and San Francisco coordinator Marily Mondejar will make a presentation on the upcoming February 14 Billion Women Rising event to be held at Civic Center.

IV. CONSENT AGENDA

DISCUSSION/ACTION 20 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing the 40th Anniversary of the Roe v. Wade Supreme Court Decision
- B. Resolution Recognizing the Courageous Dollar Store Strikers
- C. Resolution Recognizing Modern Day Abolitionist Jaida Im
- D. Resolution Recognizing Modern Day Abolitionist Cindy Liou
- E. Resolution Recognizing the One Billion Rising Campaign
- F. Resolution Recognizing Pioneering Female Wrestlers in San Francisco

V. OLD BUSINESS

A. Adult Probation Department Gender Analysis Update

Chief Wendy Still of the will provide an update on gender-specific programming in the Adult Probation Department.

DISCUSSION

20 min.

VI. NEW BUSINESS

A. FY2013-2014 Proposed Budget

Commissioners will review the proposed budget for FY13-14.

Action: To adopt the budget for FY13-14.

DISCUSSION/ACTION

30 min.

VII. Reports

Commissioners can report on activities related to the work of the Commission.

20 min.

- A. Health & Safety
- B. Association of California Commissions for Women
- C. Human Trafficking
- D. Justice & Courage
- E. Gender Equality Principles Initiative
- F. Family Violence Council
- G. Violence Against Women Prevention and Intervention Programs
- 1. Community Meetings

President Julie Soo
Vice President Nancy Kirshner-Rodriguez
Vice President Nancy Kirshner-Rodriguez
Commissioner Andrea Shorter
Commissioner Kay Gulgembay
Executive Director Emily M. Murase
Commissioner Becca Prowda
President Julie Soo/Vice President Nancy
Kirshner-Rodriguez/Commissioner Kay
Gulgembay/Commissioner Alicia Gamez

VIII. PUBLIC COMMENT

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

DISCUSSION

5 min.

IX. CLOSED SESSION

- A. Public comment on all matters pertaining to the Closed Session.
- B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b).

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

- C. Open Session

Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

DISCUSSION/ACTION

60 min.

X. ADJOURNMENT

Adjourn the meeting in memory Vivian Brown.

ACTION

1 min.

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January 23, 2013

COSW Meeting Information - January 23, 2013

COMMISSION MEETING MINUTES

Wednesday, January 23, 2013

5:00 PM

City Hall, Room 421

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media & Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Policy Director Ann Lehman

Commissioner Kay Gulbengay Grants Administrator Carol Sacco

Commissioner Becca Prowda Commission Secretary Cynthia Vasquez

Commissioner Andrea Shorter Public Policy Fellow Elizabeth Laferriere

Department Fellow Lina Malova

Department Fellow Nancy Rock

Department Fellow Johanna Saenz

Department Volunteer Jane Bernard Powers

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I. Welcome

President Julie Soo called the meeting to order at 5:10 pm. President Soo requested amending the agenda to have public comment after the Consent Agenda.

Action: Approve amended agenda.

m/s/c (Shorter/Prowda/Unanimous)

II. APPROVAL OF MINUTES

Action: Approve minutes from December 5, 2012.

m/s/c (Shorter/Prowda/Unanimous)

Vice President Nancy Kirshner-Rodriguez stated that the joint meeting with the Police Commission was an important way to highlight collaborative work in public safety for women. She hopes that future joint meetings can be organized with the Small Business Commission and the Health Commission. President Julie Soo echoed the statement.

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director's Report

Dr. Emily Murase directed Commissioners to her written report. She reported that staff briefed Partner Agencies on

the proposed budget on January 18. She highlighted the winners of the 2013 Anti-Human Trafficking Teen Poster Contest:

First Place: Jennifer Chan, Kimberly Ho, Erika Lam, Ally Li, Adriana Nguyen, Diana Nguyen, Amy Ung, all of the Community Youth Center of San Francisco's Young Asian Women Against Violence Program.

Second Place: Tiffany Cheung, 12th Grade Student, Abraham Lincoln High School.

Third Place: Shelly Liu and Stella Li, both 8th Grade Students, James Denman Middle School.

The 2013 Modern Day Abolitionist Honorees Jaida Im and Cindy Liou would be recognized later in the agenda.

Dr. Murase announced the following events:

The Department is working with the Mayor's Office, the District Attorney's Office, the Filipina Women's Network, and V-Day to bring One Billion Rising to San Francisco on Thursday, February 14. Headlining the event will be Mayor Edwin Lee, District Attorney George Gascon, V-Day Executive Director Susan Celia Swan, Filipina Women's Network President Marilyn Mondejar, and Commission President Julie Soo. The event on the Polk Street steps of City Hall will kick-off at 4 pm with a Youth Hour of live entertainment. At 5 pm, the headliners will begin a formal program, including the leading of an anti-violence pledge followed by dancing by the thousands who are expected to gather at Civic Center. Dr. Murase recognized Marilyn Mondejar and Susan Celia Swan who are being recognized by the Commission for their leadership and efforts related to this great event. The event is part of a global campaign to end violence against women, and will involve over 190 countries.

The Trust Women Silver Campaign and their partner organizations are organizing week long activities to focus on the 40th Anniversary of Roe v. Wade, the U.S. Supreme Court decision that legalized abortion consistently across the country and will include a Celebration of Women, Life, and Liberty on Saturday, January 26, 10 am – 12 noon, at Justin Herman Plaza.

The Commission and Department, in partnership with the Mayor and Board of Supervisors, celebrate this month with a public ceremony to recognize the contributions of women in the community who show exceptional vision, dedication, and leadership day in and day out. Please join us on Tuesday, March 19, at 3:30 pm at the Board of Supervisors Chambers and for a reception following at the Public Utilities Commission Sustainable Headquarters, 525 Golden Gate Avenue. The 2013 theme is "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics."

1. Billion Women Rising Presentation

V-Day Executive Director Susan Celia Swan and Filipina Women's Network President Marilyn Mondejar presented an overview of the One Billion Rising global campaign to end violence against women. The campaign will culminate in events planned for Valentine's Day, February 14, 2013, beginning in Sydney, Australia, to travel to major cities in Africa, Asia, Europe, and the United States. The event at San Francisco City Hall, 4 - 6 pm, will cap the day's activities. This free and public event is designed to raise awareness of all forms of violence against women. Mayor Lee, District Attorney Gascon, President Soo, and others will be the focus of the stage program. They and others will lead a pledge to end violence against women. President Soo encouraged the public to attend the event with their loved ones.

IV. CONSENT AGENDA

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Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approve consent agenda.

m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)

- A. Resolution Recognizing the 40th Anniversary of the Roe v. Wade Supreme Court Decision
- B. Resolution Recognizing the Courageous Dollar Store Strikers
- C. Resolution Recognizing Modern Day Abolitionist Jaida Im
- D. Resolution Recognizing Modern Day Abolitionist Cindy Liou
- E. Resolution Recognizing the One Billion Rising Campaign

Freedom House Executive Director Jaida Im thanked the Commission for the recognition. She recounted her own personal battle with pain, which kept her mentally imprisoned for 12 years. She thanked the Commission and the Human Rights Commission for organizing the 2009 Community Convening on Human Trafficking where she was inspired to take action against human trafficking. She and her husband used their personal savings to purchase a house to provide a residential facility for survivors of human trafficking. Freedom House has now cared for dozens of survivors. President Soo added that, nationally, there are only 650 or so beds for survivors of human trafficking.

Attorney Cindy Liou of Asian Pacific Islander Legal Outreach spoke about success stories with her clients who survived human trafficking. In particular, one survivor of labor trafficking and another of sex trafficking both graduated from nursing programs and are well on their way to new careers in the medical field. In 2000, the Asian Anti-Trafficking Collaborative was formed by APILO, Asian Women's Shelter, Cameron House, and Nanika. Ms. Liou explained that all of the work is based on close collaborations. She reported that the federal Violence Against Women Act and the Anti-Trafficking in Persons Act were re-introduced in Congress today. She asked for community support to contact members of Congress to urge adoption of these keystone pieces of legislation.

President Soo will be presenting the Dollar Store Strikers resolution at the Fred Korematsu Commemoration on January 27 where the son of the last surviving striker will accept the recognition.

V. PUBLIC COMMENT

Larry Bradshaw, Vice President of SEIU 1021, stated that SEIU includes 15,000 union members. He recounted the comparable worth/pay equity movement, including the adoption of Proposition H by the votes in 1986. At the time, wages were raised, on average, 20%. Mr. Bradshaw reported that the Department of Human Resources has introduced an effort termed "market recalibration" to rollback gains in wages. Mr. Bradshaw urged the Commission to support the equal pay for the classifications being effected.

Karen Jobst of Laguna Honda Hospital spoke about her colleagues who dedicate themselves to a clean, safe, welcoming environment at Laguna Honda. She thanked the Commission for its leadership on pay equity in the past.

Martha Hawthorne, a registered nurse in the Maternal/Home Visiting Unit of the Department of Public Health for 25 years, explained that even though she is not among the classifications under review, she stands in support of her colleagues and pay equity. She objected to the proposal to roll back the pay for positions held by mostly minorities and women.

Jamila Din explained that pay equity is a civil right. Language in the contract allows the union to negotiate wages when a disparity exists. She highlighted an article in the SingTao Chinese language newspaper that reports on the challenges of city workers to make ends meet.

Brenda Barrows, a 30-year employee of the City & County of San Francisco, expressed her outrage at continuing discrimination in city hiring.

Former Supervisor Chris Daly, Political Director of SEIU 1021, thanked the Commission for its work. In 1978, the Commission published a comparable worth study that jumpstarted a 20-year effort to implement pay equity.

Former Commissioner on the Status of Women Shirley Breyer Black stated that she played an instrumental role in realizing pay equity. She was dismayed with the effort being made to take steps back in pay equity. She thanked the Commission for its work and hoped that the Commission can support pay equity.

Department of Human Resources official Mary Hao explained that the review of classifications has come in the context of a Recruitment and Retention Committee, composed of union representatives and human resources officials. The union submitted a list of classifications for review in pay disparities to address by wage improvements. The Department of Human Resources submitted a list of classifications for review in cases of wages that are higher than comparable markets. Should there not be an agreement, there is a provision in the contract for impasse procedures. When asked if the City takes into account the high cost of living in San Francisco, Ms. Hao explained that the City looks at the consumer price index and at similar populations.

Dr. Murase agreed to have the Department provide some policy research on comparable work at the next Commission meeting.

V. OLD BUSINESS

A. Adult Probation Department Gender Analysis Update

Chief Wendy Still reported on gender specific programming at the Adult Probation Department. APD supervises 5,705 adults each day. The numbers reflect the re-alignment of probationers from state custody to local custody. She reviewed staffing data disaggregated by gender and by race. There has been a doubling in the number of women employees: from 43 in 2009 to 86 today. She discussed a sea change in the approach probation officers take with their clients where client needs drive services and resources. Chief Still provided demographic data about female clients. Chief Still has been a pioneer in gender responsive strategies such as transportation by female staff; if arrested, determination of care for any children; and, family-informed case management plan. Under her leadership, San Francisco became the first jurisdiction to introduce family impact statements to the probation process. Chief Still reported on her department's audit of batterer's intervention programs, conducted in partnership with Beverly Upton, Executive Director of the Domestic Violence Consortium. APD has partnered with the Department of Public Health on the Open Arms program to provide services to women recently released from prison. The Department opened a satellite office in the Bayview district.

Vice President Kirshner-Rodriguez congratulated Chief Still on the many of achievements in better serving women probationers. She asked if Chief Still would be presenting to the Board of Supervisors and other Commissions. Chief Still stated that she will likely go before the Board of Supervisors Public Safety Committee soon.

President Soo asked about services to children. Chief Still responded by saying that the Department has partnered with Child Protective Services of the Human Services Agency which has jurisdiction over these children.

Commissioner Gamez inquired about whether the department is sufficiently staffed to meet the increased number of probationers as a result of realignment. Chief Still stated that she has been given the resources to maintain a ratio of 1 probation officer for every 50 probationers.

Commissioner Shorter asked what the Commission could do to support the Department. Chief Still said she would let Dr. Murase know as the need arises.

VI. NEW BUSINESS

A. FY2013-2014 Proposed Budget

Dr. Murase presented an overview of the FY2013-2014 and FY2014-2015 budget projections city-wide. The Department was required to propose \$51,000 in cuts in each of these 2 years. Fiscal Manager Stacey Hoang presented details of the department budget. The proposed cuts amount to 1.97% across the board reductions to the Violence Against Women Prevention & Intervention Grant Program in each of the next 2 years.

Action: To reject the proposed budget for FY13-14.

m/s/c (Prowda/Kirshner-Rodriguez/Unanimous)

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for standing with the direct service agencies.

Denny David of LYRIC expressed gratitude to the Commission for its vote against budget cuts.

Elizabeth Curtin of the Asian Women's Shelter thanked the Commission for saving women's lives. She reported that Department funding enables shelter staff to engage with clients in over 40 languages.

Kemi Mustafa of Bay Area Legal Aid thanked the Commission for supporting direct services to vulnerable populations, particularly minority women.

Yulanda Kwong, Interim Executive Director of Cameron House, thanked the Commission for supporting the work of the 138 year old agency.

Kathy Black, Executive Director of La Casa de las Madres, explained that every \$1.00 from the Department is leveraged with \$7.50 in funding from other sources. The proposed cut would have resulted in a \$5,000 cut to the emergency shelter.

Mari Makeever, Managing Attorney of the Volunteer Legal Services Program, stated that the rejection of cuts means better protecting domestic violence survivors

VII. Reports

A. Health & Safety

President Julie Soo is still attending the Healthy San Francisco Taskforce meetings. Data has shown that both women and men are accessing services equally.

B. Association of California Commissions for Women (ACCW)

Vice President Nancy Kirshner-Rodriguez attended the quarterly meeting of the ACCW in Sacramento at the new California Commission's Office. Initiatives being pursued by the California Commission were reviewed and discussed. The upcoming National Association of Commissions for Women will be held in Santa Clara from July 24-27.

C. Human Trafficking

Vice President Nancy Kirshner-Rodriguez explained that there is a pamphlet of the various activities for Human Trafficking Awareness Month that are taking place in the City, including a Human Trafficking Brown Bag series taking place throughout the month. Please view www.endhumantrafficking.org for events.

D. Justice & Courage

Commissioner Andrea Shorter will chair the meeting on February 6 at 9 am at City Hall in Room 408.

E. Gender Equality Principles Initiative (GEP)

Commissioner Kay Gulbengay reported that, on March 14, the New York City Women's Business Initiative, modeled after the GEP, will be launching and Policy Director Ann Lehman will be a guest speaker.

Vice President Kirshner-Rodriguez suggested partnering with New York to make a presentation at the Mayor's Forum on the GEP and the ground breaking work being done.

F. Family Violence Council

Executive Director Emily M. Murase reported that the next meeting is scheduled for February 20, 3-5 pm, at 400 McAllister Street, Room 617.

G. Violence Against Women Prevention and Intervention Programs

Commissioner Prowda reported that the Request for Proposal for the next 3-year grant cycle, FY2014-15 - FY2017-18 will be released at the end of the calendar year. She invited Commissioners to provide input into the next grant cycle.

President Soo and Commissioner Gamez reported on the listening sessions with the VAW Partner Agencies that were hosted by Mujeres Unidas y Activas, Donaldina Cameron House, and at our office. The sessions were designed to give Commissioners the opportunity to hear directly from Partner Agencies on the trends they are seeing and how the Commission can better support their work.

IX. CLOSED SESSION

A. Public comment on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

C. Open Session

Action: Motion not to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).
m/s/c (Kirshner-Rodriguez/Shorter/Unanimous)

X. ADJOURNMENT

Adjourn the meeting in memory of Vivian Brown.

m/s/c (Kirshner-Rodriguez/Shorter/Unanimous)

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COMMISSION MEETING AGENDA

Wednesday, February 27, 2013

5 pm

City Hall, Room 408

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Roster:

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Commissioner Alicia Gamez

Commissioner Rebecca Prowda

Vice President Nancy Kirshner-Rodriguez
Commissioner Kay Gulbengay
Commissioner Andrea Shorter

Total Estimated Meeting Time: 1 hour 43 minutes

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Soo.

Action: To approve the meeting agenda.

DISCUSSION/ACTION 2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from January 23, 2013.

Action: To approve draft minutes from January 23, 2013.

DISCUSSION/ACTION 5 min.

III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

DISCUSSION/ACTION 10 min.

IV. CONSENT AGENDA

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Action: To approve the Consent Agenda.

DISCUSSION/ACTION 30 min.

- A. Resolution Recognizing Women's History Month Honorees
- B. Resolution Recognizing Pioneering Female Wrestlers in San Francisco
- C. Resolution Recognizing Gwendolyn Westbrook for African American Heritage Month
- D. Resolution Recognizing Jenny Irwin Upon Her Retirement from the U.S. Department of Labor
- E. Resolution Recognizing Secretary of Labor Hilda Solis
- F. Resolution Recognizing Secretary of State Hillary Clinton

V. NEW BUSINESS

DISCUSSION

A. Preview of UN Commission on the Status of Women Parallel Sessions

20 min.

Members of the San Francisco Bay Area Delegation to the United Nations Commission on the Status of Women meeting will provide a preview of their presentations for the NGO Parallel Sessions.

1. Partnership Models to End Violence Against Women
2. Local Solutions to Global Human Trafficking
3. Microfinance and Gender Equality in the Business Sector

B. Tech Trek Summer Program, American Association of University Women

10 min.

Roberta Guise of the American Association of University Women will provide an overview of the Tech Trek Summer Program designed to promote interest in the sciences among middle school girls.

VI. Reports

DISCUSSION

20 min.

Commissioners can report on activities related to the work of the Commission.

- | | |
|--|---|
| A. Domestic Violence Supplemental Appropriation, Family Violence Council | Commissioner Alicia Gamez |
| B. Human Trafficking | Vice President Nancy Kirshner-Rodriguez |
| C. Health & Safety | President Julie Soo |
| D. Justice & Courage | Commissioner Andrea Shorter |
| E. Gender Equality Principles Initiative | Commissioner Kay Gulbengay |
| F. Violence Against Women Prevention and Intervention Programs | Commissioner Becca Prowda |

VII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting in memoriam of Maggie Gee and Yasuko Fukuda.

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February 27, 2013

COSW Meeting Information - February 27, 2013

COMMISSION MEETING MINUTES

Wednesday, February 27, 2013

5:00 PM

City Hall, Room 421

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media & Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Policy Director Ann Lehman

Commissioner Kay Gulbengay Grants Administrator Carol Sacco

Commissioner Andrea Shorter Commission Secretary Cynthia Vasquez

Public Policy Fellow Elizabeth Laferriere

Department Fellow Lina Malova

Department Fellow Nancy Rock

Department Fellow Johanna Saenz

Department Volunteer Jane Bernard-Powers

Excused: Commissioner Becca Prowda

I. Welcome

President Julie Soo called the meeting to order at 5:13 pm. Commissioners reviewed the agenda.

Action: Approve amended agenda.

m/s/c (Kirshner-Rodriguez/Gulbengay/Unanimous)

II. APPROVAL OF MINUTES

Action: Approve minutes from January 23, 2013.

m/s/c (Kirshner-Rodriguez/Shorter/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. She reported that some of the Department staff was preparing for the Bay Area delegation to attend the Commission on the Status of Women conference and NGO Parallel Sessions that began March 3 which will be discussed later on the agenda.

Dr. Murase asked the Commissioners to hold the date of May 9 the SFOCAHT 9th Sex Trafficking and Youth Conference to be held at the Federal Building in San Francisco. (Postponed to August 2)

Dr. Murase announced that Nicole Sower, a graduate student at Mills College who is volunteering with the Department.

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will be presenting her findings on STEM resources at a March 4 meeting of the Board of Education Curriculum Committees.

Dr. Murase announced that Policy Director Ann Lehman will be speaking at a February 28 conference of the Alliance for Girls, a consortium of girl-serving community-based agencies to present on The 2012 Update on Girls in San Francisco: A Decade of Success and Challenges.

Dr. Murase reported that on Thursday, February 14, the 15th anniversary of the Vagina Monologues, City leaders, community partners, and people from all over the City and Bay Area came together to take part in the global action One Billion Rising San Francisco City Hall. This global action focuses on women and their allies standing up against violence and dancing.

Dr. Murase reminded Commissioners that March is nationally recognized as Women's History Month. Since 1996, the San Francisco Commission and Department on the Status of Women, in partnership with the Mayor and Board of Supervisors, celebrate this month with a public ceremony to recognize the contributions of women in the community who show exceptional vision, dedication and leadership. The 2013 theme is "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics". The event will be held on Tuesday, March 19, 3:30 PM at the Board of Supervisors Chambers, City Hall, Second Floor, followed by a reception, hosted by the Friends of the Commission, at the Public Utilities Commission Sustainable Headquarters, 525 Golden Gate Avenue.

Dr. Murase reported that she along with 9 other members of the Japanese American Leadership Delegation, will be traveling to Japan March 8 - 16 as a guest of the Japanese Ministry of Foreign Affairs to discuss disaster recovery, citizen democracy, and women's economic empowerment.

Finally, Dr. Murase announced that the Board of Supervisors unanimously approved President Chiu's proposed legislation to increase domestic violence services in the city by over \$600,000. This would add a Domestic Violence Policy Analyst position to our Department, increase funds to Partner Agencies providing legal services, and provide resources for public outreach on domestic violence resources.

Policy Fellow Elizabeth Femiore reported on the new Gender Equality Challenge, scheduled to be launched on April 9, Equal Pay Day (date changed to April 15). This Gender Equality Principles Challenge will invite Bay Area companies to commit to sharing a model practice based on one of the seven principles. Participating companies will showcase metrics demonstrating the success of the model practice and share enough detail or accompanying materials on the practice to ensure its replicability.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.
m/s/c (Gulbergay/Shorter/Unanimous)

- A. Resolution Recognizing Women's History Month Honorees
- B. Resolution Recognizing Pioneering Female Wrestlers in San Francisco
- C. Resolution Recognizing Gwendolyn Westbrook for African American Heritage Month
- D. Resolution Recognizing Jenny Irwin Upon Her Retirement from the U.S. Department of Labor
- E. Resolution Recognizing Secretary of Labor Hilda Solis
- F. Resolution Recognizing Secretary of State Hillary Clinton

Jose Garista, Director of Athletics at International High School, introduced 3 members of the wrestling team Yuri Cruz, Marlene Martinez, and Tania Cruz. The girls introduced themselves. Senior Marilyn Martinez who arrived from Guatemala 3 years ago qualified for this year's state championships. After graduation, she plans to enroll in the civil engineering program at Santa Clara University.

Jenny Irwin thanked the Commission for the recognition, but added that her achievements as Regional Director of the U.S. Department of Labor Women's Bureau for Region IX were the result of a strong collaboration with organizations like the San Francisco Commission on the Status of Women. Vice President Kirshner-Rodriguez thanked Ms. Irwin for her great leadership.

V. NEW BUSINESS

A. Preview of UN Commission on the Status of Women Parallel Sessions

Aimee Allison, Media & Outreach Director, explained that, 2013 represents the fourth year in a row that the Department would be participating in the Parallel Sessions at the UN Commission on the Status of Women meetings in New York. She introduced the three panels that will be presented at the Parallel Sessions.

1. Partnership Models to End Violence Against Women

Dr. Jane Bernard-Powers presented an overview of the San Francisco Family Violence Council. She discussed the collaboration that accounts for the success of the San Francisco model. She thanked the many subject matter experts who assisted her in putting together her presentation.

2. Local Solutions to Global Human Trafficking

Policy Fellow Nancy Rock provided a summary of the panel featuring Policy Fellow Johanna Saenz, UN Women National Committee Board Member Stephanie Block, and Sabrina Fitranty, an Indonesian-speaking domestic violence victim advocate.

Ms. Rock discussed the development of California legislation SB 657 "Supply Chain Transparency," effective January 2012, which requires corporations of \$100M in world-wide revenues (numbering 3200 in California) to disclose measures to ensure that supply chains are free from slave labor. According to the California Attorney General's Office, about half of these companies have complied so far, and about 25% are in process. Experts estimate that if the California legislation is replicated on a national level and expanded world-wide, slave labor can be eliminated from supply chains within just 5 years.

Policy Fellow Johanna Saenz reported on human trafficking and modern day slavery in Colombia. She explained that the country has endured civil wars for 50 years. Many children are forced to join the militia. A number of non-governmental organizations dedicated to addressing human trafficking are operating in Colombia. Ms. Saenz stated that she is looking forward to sharing this information with the audience of international delegates to the UN

Commission on the Status of Women.

3. Microfinance and Gender Equality in the Business Sector

Policy Fellow Lina Malova delivered a presentation about her journey starting a business in her native country of Kenya. She introduced the concept of "merry-go-round", or sharing capital-raising and turn-taking investing. She and her 3 partners provided mutual loans to start a new jewelry business. Other women have invested in community water wells, purchased property and stocks. It is estimated that this concept has generated \$1.1 billion in economic activity. Ms. Malova asked the audience to consider how individuals in the room could use the "merry-go-round" model.

Discussion focused on the new California law and the possibility of conducting an awareness campaign around the law and bringing attention to companies that are not in compliance. Commissioner Gulbengay asked whether there are enforcement measures in the law, and Ms. Rock responded that corporate financial information is publicly available. Commissioner Shorter asked that the trafficking presentation include reference to prison labor. Commissioner Kirshner-Rodriguez urged Ms. Rock to incorporate information about modern day slavery in San Francisco, including the groundbreaking San Francisco Sweat Free Ordinance, and the creation of San Francisco Collaboration Against Human Trafficking.

B. Tech Trek Summer Program, American Association of University Women

Roberta Guise, Co-Chair of Public Policy of the AAUW-San Francisco Chapter, made opening remarks. Cathy Corcoran, President of AAUW-San Francisco Chapter, explained that AAUW has been empowering women and girls since 1881, and she explained that the organization's mission matches closely that of the Commission and hopes that there can be a mutually supportive relationship.

Elaine Butler, Co-Chair of AAUW Tech Trek, reported that the Tech Trek program began locally in 1998 at Stanford. It is a one-week residential science program targeting middle school girls. All the girls are referred by middle school science teachers. Many are first-generation American. Campers are 100% financed by the organization. Michelle Mammini stated that over 150 girls have participated in the program, now held at Stanford, Mills College, Fresno State, Sonoma State.

Michelle Wong, a senior at Lowell High School, reported on her 2010 experience as a Tech Trek participant. She explained that, coming from a middle school that was not very academically-oriented, she found the experience of learning together with other bright young women so inspiring. Tech Trek changed her perspective on her academic studies and her life in general.

VI. Reports

A. Domestic Violence Supplemental Appropriation, Family Violence Council

The next meeting of the Family Violence Council will be held on May 15, 3-5 pm, Civic Center Courthouse, 400 McAllister, 6th Floor.

B. Human Trafficking

The Department will be meeting with the Mayor's Office to discuss the work being done on human trafficking.

C. Health & Safety

President Soo reported that she continues to attend the Healthy San Francisco Meetings on behalf of the Commission

and Department.

D. Justice & Courage

Commissioner Andrea Shorter reported that the next Justice & Courage meeting will take place on May 1.

E. Gender Equality Principles Initiative

Covered in earlier report.

F. Violence Against Women Prevention and Intervention Programs

None.

VII. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission and presented Commissioners with flowers on the occasion of Valentine's Day/V-Day. She also delivered appreciation cards from Partner Agencies.

Katherine Berg, Associate Director of La Casa de las Madres, thanked the Commission for its work.

Emberly Cross, Managing Attorney of the Cooperative Restraining Order Clinic, wished Commissioners and Department staff a Happy Valentine's Day.

Josie Lara made some suggestions for information Department staff may want to include in the UN presentations.

VIII. ADJOURNMENT

Adjourn the meeting in memoriam of Maggie Gee and Keiko Fukuda.

m/s/c (Shorter/Kirshner-Rodriguez/Unanimous)

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City and County of San Francisco

Commission on the Status of Women & Small Business Commission

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

Executive Director Regina Dick-Endrizzi

JOINT MEETING OF THE COMMISSION ON THE STATUS OF WOMEN AND THE SMALL BUSINESS COMMISSION

MEETING AGENDA

Monday, April 8, 2013

6:00 PM

City Hall, Legislative Chamber, Room 250
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

JULIE SOO
President

NANCY KIRSHNER-
RODRIGUEZ
Vice President

ALICIA GAMEZ
Commissioner

KAY GULBENGAY
Commissioner

REBECCA PROWDA
Commissioner

ANDREA SHORTER
Commissioner

STEPHEN ADAMS
President

MONETTA WHITE
Vice President

KATHLEEN DOOLEY
Commissioner

MARK DWIGHT
Commissioner

LUKE O'BRIEN
Commissioner

WILLIAM ORTIZ-
CARAGENA
Commissioner

IRENE YEE RILEY
Commissioner

Total Estimated Meeting Time: 1 hours 52 minutes

I. CALL TO ORDER/ AGENDA CHANGES

Welcome by President Soo and President Adams. Introductions by Commissioners

Action: To approve the meeting agenda.

DISCUSSION/ACTION

2 min.

1:30 p.m. mst

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II. COMMISSION OVERVIEW

A. Small Business Commission

B. Department on the Status of Women

1. Gender Equality Challenge Update

Aysha Handley with McKesson will provide an update.

APR - 5 2013

5 min.

5 min.

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III. JOINT CONSENT AGENDA

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Action: To approve the Consent Agenda.

DISCUSSION/ACTION

10 min.

A. Resolution Recognizing May 13-18 as San Francisco Small Business Week 2013

IV. NEW BUSINESS

A. Starting Your Business

1. Women's Initiative: Nicole Levine, Executive Director of San Francisco Hub
2. Renaissance Center: Paula Conley, Director of Women's Business Center
3. Licensing & Permitting: Martha Yanez, Supervisor Business Assistance Center
4. La Cocina: Caleb Zigas, Executive Director

12 min.

12 min.

12 min.

12 min.

B. Financing Your Business

1. San Francisco Revolving Fund by Working Solutions: Kelly Lovlien, Director of Operations 12 min.
2. U.S. Small Business Administration Lending Resources: Mark Quinn, District Director for Northern California 12 min.

C. Growing Your Business

1. Administrative Services Local Business Enterprises: Maria Cordero, Director of Contract Monitoring Division (invited) 12 min.
2. National Association of Business Women Owners San Francisco Chapter (invited) 12 min.
3. SF Made: Kate Sofis, Executive Director (invited) 12 min.

IV. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commissions' purview as well as to suggest new agenda items for Commissions' future consideration.

V. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting in memory of Mabel Soo.

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April 8, 2013

COSW Meeting Information - April 8, 2013

MINUTES FOR JOINT MEETING OF THE COMMISSION ON THE STATUS OF WOMEN AND THE SMALL BUSINESS COMMISSION

Monday, April 8, 2013

6 PM

City Hall, Legislative Chamber, Room 250

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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I. CALL TO ORDER/ AGENDA CHANGES

Small Business Commission Secretary Chris Schulman called the meeting to order at 6:15 pm and conducted the roll call of Commissioners. Commission Secretary Schulman requested amending the agenda to move up La Cocina's presentation up on the agenda due to scheduling conflicts with La Cocina's speaker.

Small Business President Stephen Adams welcomed the Commission on the Status of Women to tonight's meeting. He recognized the contributions of Small Business Commissioners Kathleen Dooley, Monetta White, and Irene Yee Riley.

Action: Approve amended agenda.

m/s/c (O'Brien/Kirshner-Rodriguez/Unanimous)

II. COMMISSION OVERVIEW

A. Small Business Commission

Small Business Commission (SBC) President Adams reported that the Small Business Commission was created by Charter in 2003 to set business friendly policies for small businesses to flourish. The Commission is comprised of 7 Commissioners, 4 appointed by the Mayor and 3 from the Board of Supervisors, and oversees the Office of Small Business, headed by Director Regina Dick-Endrizzi. Last year, the Commission reviewed 291 small business licenses and helped over 2,800 clients. The SBC's meetings are held the second Monday of the month in City Hall, Room 400 at 5:30 pm and on the fourth Monday of each month in City Hall, Room 440 at 2 pm.

B. Department on the Status of Women

Dr. Emily Murase, Executive Director of the Department on the Status of Women thanked Office of Small Business Director Dick-Endrizzi, Small Business Commission Secretary Schulman, and Status of Women Commission Secretary Cynthia Vasquez for their work on tonight's meeting.

Dr. Murase explained that the umbrella for the Department and Commission's work is the 1998 San Francisco CEDAW Ordinance, reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination

Against Women, an international bill of rights for women. CEDAW was signed by then-President Jimmy Carter, but never ratified by the U.S. Senate. Meanwhile, over 186 UN member states have signed on to the treaty, with the notable exception of the United States. In 1998, San Francisco became the first municipality in the world to enact a local ordinance reflecting the principles of CEDAW.

She explained 3 areas of policy focus: workplace, anti-violence, and gender analysis. In 2008, the Commission and Department launched the Gender Equality Principles Initiative in partnership with Calvert Investments and Verite, a global human rights monitoring agency. This initiative was awarded the 2012 International WorkLife Balance Award by the Italian government and the 2010 Gender Equality Award by the UN Institute for Research and Training. The needs of working mothers is also a priority, including lactation accommodation and family leave policies. Policy Director Ann Lehman invited everyone to join the Department in launching the Gender Equity Challenge on Monday, April 15 at 11:30 am, at City Hall in Room 416, where San Francisco companies will be challenged to choose a model practice that exemplifies one of the Gender Equality Principles, and commit to sharing it with other companies.

Anti-violence is a large component of the Department and Commission's work. Through the collaborative work of the Justice & Courage Oversight Panel, the \$3 million Violence Against Women Prevention & Intervention Grants Program, and the Family Violence Council, San Francisco has totally eliminated domestic violence homicides in 2012. A decade ago, there were about 10 domestic violence homicides per year. More recently, there have typically been 1-2 per years. In 2012, there were none. Dr. Murase reported that human trafficking is also a major problem for San Francisco which is among the FBI's top 13 child sex trafficking hubs, along with San Diego and Los Angeles. She gave the stunning statistic that a pimp who controls 4 women on the streets of San Francisco can make \$730,000 tax-free annually. To address this problem, the San Francisco Collaborative Against Human Trafficking was launched in 2010.

III. JOINT CONSENT AGENDA

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Action: To approve the Consent Agenda.

m/s/c (Soo/Adams/Unanimous)

A. Resolution Recognizing May 13-18 as National Small Business Week 2013

The Commissions passed the resolution encouraging entrepreneurs and small business owners, particularly women, to participate in Small Business Week events throughout the week of Mar 13-18, 2013.

IV. NEW BUSINESS

A. Starting Your Business

1. La Cocina

Executive Director Caleb Zigas explained that La Cocina arose from the Women's Foundation of California, the Women's Initiative for Self-Employment, and Arriba Juntos. La Cocina specifically works with immigrant women and women of color as they grow their businesses by providing affordable commercial kitchen space, industry-specific

technical assistance, and access to market and capital opportunities. The goal is for immigrant women to transition from haphazardly organized home-based catering into sustainable legal businesses. La Cocina's belief is that a community of natural entrepreneurs can create self-sufficient businesses to the benefit not only of themselves and their families, but their communities, and the whole city.

La Cocina is based on an incubator model with tiered admissions to create viable and formal businesses. The model encompasses 3 stages:

- Application Stage – Provide technical assistance to develop business plans, review personal and business financials, and conduct interviews with an Advisory Committee.
- Pre-Incubation/Incubation – Offer kitchen space, technical assistance on operations, and further training.
- Graduation – Ensuring economic and operational self-sufficiency.

Mr. Zigas explained that La Cocina's participants are mainly women from immigration communities and community of colors. They serve:

- 100% Low income
- 97% Women
- 72% Immigrants from 12 countries
- 64% English as a 2nd language speakers.

Currently La Cocina has 33 Businesses in the incubator program, 55 businesses using the kitchen and 15 graduates who have moved into their own locations.

Mr. Zigas made the following policy recommendation: the new California law on legalized cottage food production (under \$35,000) is little known in immigrant communities, so materials should be translated into key languages, particularly Spanish.

Status of Women Commissioner Kirshner-Rodriguez recognized La Cocina as a very special institution in San Francisco to support ethnic communities. Small Business Commissioner Ortiz-Cartagena stated that as someone who comes from a family that owned a restaurant in the Mission District, he expressed his deep appreciation for organizations like La Cocina. Status of Women President Soo thanked La Cocina for its emphasis on entrepreneurship, especially among low-income and immigrant women. Small Business President Adams acknowledged the important work of La Cocina.

Status of Women Commissioner Shorter recalled the original discussions around forming La Cocina and asked how many businesses are enrolled in the program currently. Mr. Zigas explained that there are about 33 businesses with 3-4 added each year as businesses graduate from the incubation stage.

2. Women's Initiative: Nicole Levine, Executive Director of the San Francisco Hub

Executive Director Nicole Levine has been involved with the organization since she was a high school student.

Women's Initiative provides high-potential, low-income women with the business training, funding and ongoing support to start their own businesses and become economically self-sufficient. The agency has served over 26,000 women since 1988, 700 women of which were served in San Francisco in 2013 so far. Of all women served, 99% are low or extremely low income women, 40% are Latina, 13% have a documented disability, and 23% are over 50 years old. Some of the barriers their clients face are domestic violence, language, limited education, and poor or limited credit.

Women's Initiative has a 3-step approach to success:

- Train – Provide technical assistance to develop a Business Action Plan, offer entrepreneurial readiness workshops, convene a 22-session business course in a participatory environment that covers personal development skills, business training, and technology skills all taught in English or Spanish.
- Fund – Provide microloans from \$2,000-\$50,000; offer 2:1 matched savings account for buying a home, capitalizing a business, or enrolling in further education.
- Support – Offers the SuccessLink ongoing support program, one-on-one consultations and coaching, seminars with business leaders, networking groups and events, and access to markets.

Ms. Levine explained that the most popular businesses started or expanded are in the following areas:

- Food
- Clothing/Accessories/Textiles/Home Furnishings
- Personal Services/Beauty
- Arts
- Health Services
- Cleaning Services
- Travel/Tourism

Ms. Levine reviewed indicators of success:

- 70% of graduates are still in business 5 years after graduating
- Revenues increase significantly annually after 1 year of training
- Graduates pay those who work for them almost \$22 per hour
- For every \$1 invested in Women's Initiative, \$30 is returned to the local economy.

Ms. Levine made the following policy recommendations so that more women can train to become entrepreneurs and open businesses.

- Expand child care.
- Expand health care.
- Offer free tax preparation assistance for Schedule C filers.
- Expand access to training, funding, and ongoing business support.
- Offer ree business licenses for micro entrepreneur with annual sales under \$100K
- Revive first time leaseholder grants.

Status of Women Vice President Kirshner-Rodríguez inquired about other regions that Women's Initiative serves. Ms. Levine stated that the organization has offices in the East Bay and, as of 2012, in New York City.

Small Business Commissioner Dooley thanked Ms. Levine for her presentation and wished that she had the benefit of services when she was starting out her own business.

Small Business Commissioner Yee Riley asked about funding sources. Ms. Levine explained that the agency is supported financially by local government (through Community Development Block Grant), corporations, especially banks, and individual donors. The agency has a staff of 25 (7 in San Francisco, remaining in the East Bay, New York).

Status of Women Commissioner Shorter asked about the revenue numbers and whether increases are sustained over time. Ms. Levine explained that revenues double after the first year in business, but level off after that, indicating the

need for expanded support once businesses have launched.

Status of Women President Soo reported that during the Women and the Economy Summit that was convened as part of the Asia Pacific Economic Cooperation Forum Senior Officials Meeting in July 2011, Secretary of State Hillary Clinton declared the expansion of access to capital a high priority. President Soo asked how the Commissions could facilitate this. Ms. Levine explained that Women's Initiative has partnered in new ways with banks. For example, the First Republic Bank has increased its \$250,000 commitment to the Women's Initiative loan program four-fold to \$1 million. By partnering with the Women's Initiative, banks are able to extend capital to low-income communities with minimized default risk. Ms. Levin also suggested that the speaker from the U.S. Small Business Administration address this issue.

3. Renaissance Center: Paula Conley, Director of Women's Business Center

Director Paula Conley manages both the Women's Business Center and the San Francisco South of Market facility. Ms. Conley explained that Renaissance Entrepreneurship Center provides very low to moderate income women and men with access to the tools, training, and resources needed to start and grow successful small businesses.

The Renaissance Women's Business Center provides the following services:

- Business Incubator
- Business planning classes
- Introduction and advanced classes, successful women in business series
- Industry specific training
- Financial assistance/access to capital
- Individual consulting.

Stating that the agency transforms lives through entrepreneurship, Ms. Conley reported that 10% of the general population is entrepreneurial. She added that, for the last 20 years, women have been starting businesses at a higher rate than men and tend to create home-based, micro and small businesses, largely because they seek the flexibility possible through self-employment.

Renaissance's success includes:

- Over 500 businesses launched and grown annually
- 96% of graduates with an existing business remain in business
- 58% of clients who enter at the pre-launch stage open business within 18 months
- Over 40% of graduates create 2 or more jobs
- The gross revenue after 1 year in business full-time is \$60,000.

Ms. Conley made the following policy recommendations:

- Federal, state, and local governments should offer smaller-sized contracts for bidding
- Consider transgendered people.

Status of Women President Soo thanks Ms. Conley for her informative presentation. Status of Women Vice President Kirshner-Rodriguez asked how people find out about the services of the Renaissance Center. Ms. Conley stated that outreach is primarily word-of-mouth but also by referral from economic development and social service agencies.

Status of Women Commissioner Shorter asked if Renaissance Center still focuses on moving low-income individuals

off of public assistance and out of poverty. Ms. Conley explained that the offices located in East Palo Alto and the Bayview focus on these individuals.

Small Business Commissioner Ortiz-Cartagena recognized the important work of the Renaissance, particularly in the county jail, where inmates, upon release, face severe challenges in employment. Small Business President Adams lauded Renaissance Center Executive Director Sharon Miller who is highly visible in the community. He urged Commissioners to tour the South of Market facility and observe the rigorous training.

4. Licensing & Permitting: Regina Dick-Endrizi

Office of Small Business Director Dick-Endrizzi reviewed the extensive list of permits and licenses at the local, state, and federal levels required of business owners. She gave the example of opening a pizzeria in San Francisco which requires 15 different licenses at an estimated cost of \$18,500 - \$20,000.

Status of Women Commissioner Shorter asked about e-commerce. Director Dick-Endrizzi commented that while brick and mortar businesses are a focus; these businesses rely on on-line sales as well. Status of Women President Soo commended Director Dick-Endrizzi for reaching out to State Board of Equalization Member Betty Yee to facilitate the use of the San Francisco identification card as valid documentation for applying to state licenses and permit.

B. Financing Your Business

1. San Francisco Revolving Fund by Working Solutions: Kelly Lovelien, Director of Operations

Director of Operation Kelly Lovlien, explained that Working Solutions is a nonprofit organization that supports entrepreneurs to start or grow successful Bay Area businesses. The agency provides microloans/small business loans and long term business advising.

Programs offered:

- Small business loans (microloans) from \$5,000 up to \$50,000
- Five years of post-loan business coaching and advising
- Referrals to small business resources

Capital offered:

- \$5,000 to \$25,000 (Startup and Existing Businesses)
- \$25,000 to \$50,000 (Existing Businesses w/ at least 2 yrs of sales)

Loan Terms:

- Amortized over 5 years
- Fixed rate between 4% and 6%

Fees:

- \$50 application fee
- 5% loan closing fee

*Additional fees may apply due to securing collateral, returned checks, late payments, and any prepayments made within 3 months of loan closing.

Ms. Lovlien explained that Working Solutions provides the following additional support services:

- Business Coaching
- Quarterly coaching sessions and bi-monthly review of your financials.
- Workshops
- Entrepreneur Insights Series
- Access to Capital Entrepreneurial Education Series
- Legal Assistance
- Semi-annual private session with 4 pro bono attorneys for 3 hours to review legal contracts, leases, and documents
- Opportunities to Promote Your Business
- Grand opening events with Mayor Edwin Lee and staff
- Annual Holiday Gift Fair in early December attended by 400+ people
- Newsletter
- Social media.

Ms. Lovlien reported that 49 loans are currently approved or funded (33% of all requested loans), amounting to roughly \$1.32 million in loans to small businesses and businesses located in almost every district in San Francisco.

She further shared the impact Working Solutions has had here in the Bay Area:

- \$3.6 million in loans to small businesses
- 145 loans to date
- 97.8% repayment rate
- \$3.6 million in leveraged funds
- 21 businesses graduated to conventional financing
- 65 new businesses created; 80 business expansions
- 8,400 entrepreneurs educated
- 1,200 entrepreneurs received resource referrals
- 63% women entrepreneurs
- 39% minority entrepreneurs
- 63% low-income entrepreneurs.

Specific to San Francisco:

- 53 loans (37% of all loans) to date to women business owners
- \$1.3 million; average loan size \$24,900
- 164 jobs created
- Of these, 61% were low-income, 40% minority: African-American, Hispanic, Chinese, Japanese, Korean, Vietnamese, Russian with businesses in the following areas: clothing and consignment, fitness centers, chocolatiers, tattoo and hair studios, perfumery, wholesale manufacturing, services, restaurants, coffee shops, parking valet services.

Ms. Lovlien made the following policy recommendations:

- Additional resources to fund the Step Ahead Loan Program for individuals who do not qualify for other, larger loans. Loan amounts are \$5,000 - \$10,000 and only require 6 months of bank statements.
- Invest in expanding financial management programs
- Expand Women Business Centers
- Offer additional assistance training

Ms. Lovlien explained that the barriers many of their clients face are work-life balance, the high cost of living, citizenship status, and affordable space to lease.

Small Business Commissioners Yee Riley asked about the legal status of clients. Ms. Lovlien explained that while citizenship is not required, legal status is required. Small Business Commissioner Ortiz-Cartagena asked if the Kiva supported loan program required legal status. Ms. Lovlien responded that clients must meet the basic requirements of Working Solutions.

2. U.S. Small Business Administration (SBA) Lending Resources

Mark Quinn, District Director for Northern California, provided a context for the work. President Adams stated in his welcome that 30% of San Francisco businesses are owned by women, about the same rate nationally. Mr. Quinn added that women-owned businesses are growing more rapidly than other businesses. They are smaller, require less capital, and many do not have employees. However, these women-owned businesses will likely move into larger markets provided that they are able to scale.

Mr. Quinn explained that the SBA San Francisco District Office serves Santa Cruz to the Oregon border. In San Francisco, there were about 200 SBA loans in the guaranteed loan program amounting to \$105 million. The average loan size is \$500,000 and is typically used to buy commercial real estate. In San Francisco, 100 banks support the program. About 1/3 of lending went to majority or equally women-owned businesses. Nationally, this number is significantly less, at 20%. The SBA helps small businesses navigate federal contracting and certifications by providing training and advice. Federal contracting requires that 5% go to women-owned businesses. The original legislation on women and minority contracting passed in 2000. The SBA put the women-owned business contracting program in place in 2009, but the law has a narrow application and only applies to 83 North American Industry Classification System codes. The SBA teaches over 400 classes on small business and the Small Business Development Center offers one-on-one counseling.

Status of Women President Soo asked if women-owned businesses are qualitatively different from other businesses. Mr. Quinn responded that women-owned businesses typically require less capital. Status of Women Commissioner Shorter asked if women are concentrated in certain types of businesses, businesses that are not technology-focused. Mr. Quinn responded that the Small Business of the Year in recent years has been women-owned, including in manufacturing. He does not believe women are on the whole relegated to low margin, cottage-type work.

Status of Women Commissioner Kirshner-Rodriguez asked about access to public contracts. Mr. Quinn explained that the federal goal of contracting 23% to small businesses and 5% to women-owned business is very challenging to achieve unless smaller contracts are made available. Small Business President Adams stated that having SBA in San Francisco has been a tremendous benefit to the community, as a partner to the City and County of San Francisco, through classes and loans, and wide public outreach.

C. Growing Your Business

1. Administrative Services Local Business Enterprises

Zula Jones, Director of Contract Monitoring for the Surety Bond and Finance Program, introduced her colleague Beverly Popek who manages the Local Business Enterprise certification program. Ms. Jones explained that the Contract Monitoring Division implements and enforces the Chapter 12B Equal Benefits Ordinance and the Chapter 14B Local Business Enterprise Ordinance adopted by the Board of Supervisors that govern the city's contracting

process. In order to provide the highest level of public service, the Contract Monitoring Division is committed to providing expert assistance to businesses and City departments to ensure this is accomplished fairly, effectively, and efficiently.

Businesses contracting with the City and County of San Francisco may be eligible for one of three types of certifications designed to help them compete more effectively on City contracts:

- ? Micro
- ? Small
- ? Local

Of all women- and minority-owned certifications, the Division has certified 21% of women owned businesses and 79% of non-women owned businesses as of April 2013. The breakdown of certified women-owned businesses is as follows:

- 52% professional services
- 25% general services
- 14% construction
- 5% goods, materials and equipment
- 4% trucking and hauling

Beverly Popek explained that Proposition 209 does not restrict agencies from tracking minority and women-owned businesses.

Ms. Jones and Ms. Popek offered the following recommendations:

1. Continue to request reports and updates on Women Business Enterprises
2. Continue to demonstrate support for set asides in major City project.
3. Continue to monitor programs to level the playing field.

2. National Association of Business Women Owners San Francisco Chapter will present at a future meeting.

3. SFMade was unable to attend. However Executive Director Kate Sofis sent the following information.

The membership of SF Made is as follows:

- 48% are women-owned businesses
- 53% of these are in the Apparel Sector
- 54% of these are in the Food and Beverage Sector.

Apparel and Food and Beverage are the largest sectors within the SFMade membership.

According to Ms. Sofis, one issue that is very relevant to women in manufacturing is the lack of childcare options, both in terms of availability and affordability. In particular, there is a lack of childcare proximate to manufacturing businesses and it is not possible to put childcare facilities in buildings that are zoned a particular way. This issue affects both the woman business owner and the women employees.

V. PUBLIC COMMENT

Cathy Corcoran, President of the American Association of University Women and Policy Committee Chair Roberta

Guise presented the Commissions with a cake in honor of April 9 marking Equal Pay Day. They asserted that it is important to continue to seek pay equity since, in 2013, women who work full time still only earn about \$.77 for every dollar men earn. Ms. Corcoran and Ms. Guise presented the Commissioners with The Simple Truth about the Gender Pay Gap brochure produced by the American Association of University Women as a resource.

VI. Adjourn the meeting in memory of Mabel Soo.

Action: To approve the Consent Agenda.
m/s/c (Soo/Adams/Unanimous)

Commissioners expressed their condolences to President Julie Soo who lost her mother recently. Ms. Mabel Soo led a very full life, filled with a variety of challenges that she gracefully turned into opportunities.

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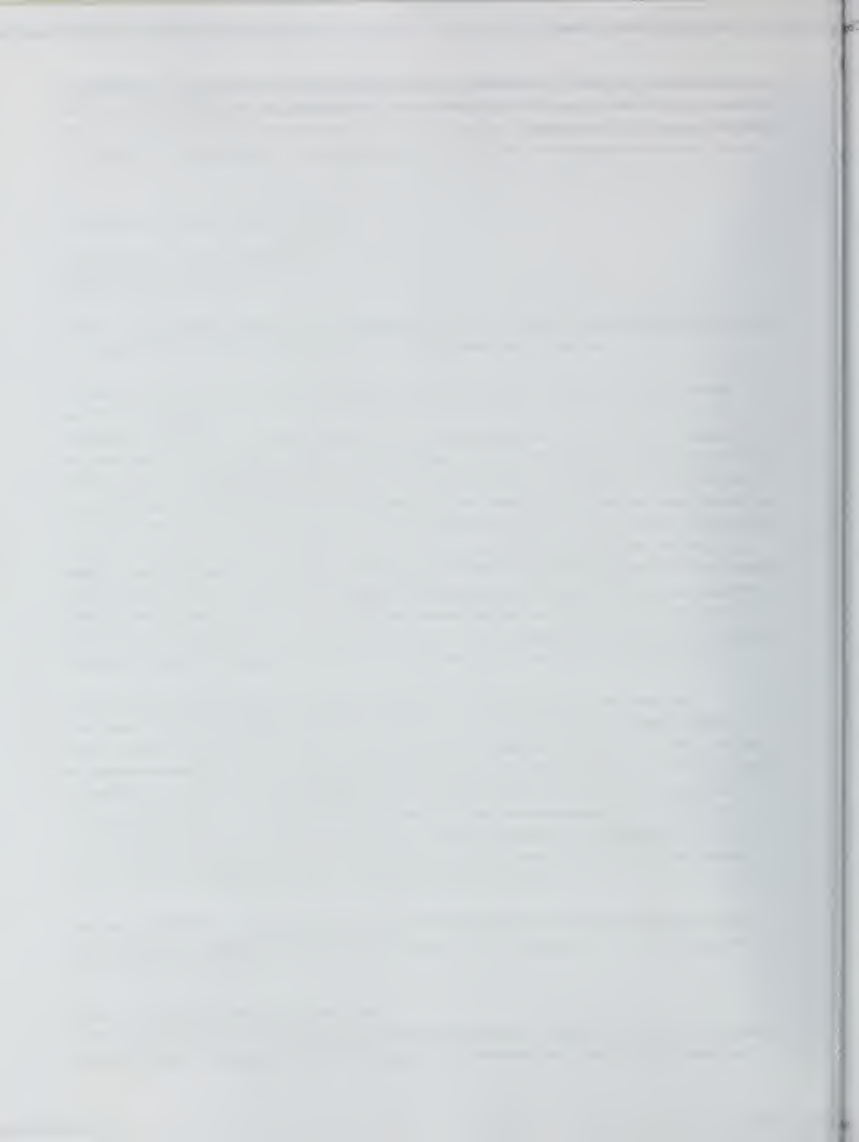
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Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

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report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: sfgov.org/ethics.



April 24, 2013

COSW Meeting Information - April 24, 2013

COMMISSION MEETING AGENDA

Wednesday, April 24, 2013

5 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Roster:

President Julie Soo Vice President Nancy Kirshner-Rodriguez

Commissioner Alicia Gamez Commissioner Kay Gulbengay

Commissioner Rebecca Prowda Commissioner Andrea Shorter

Total Estimated Meeting Time: 2 hours 3 minutes

I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 2 min.

Welcome by President Soo.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES DISCUSSION/ACTION 5 min.

Explanatory document – Draft Minutes from February 27 and April 8, 2013.

Action: To approve draft minutes from February 27 and April 8, 2013.

III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION/ACTION

A. Executive Director's Report 30 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Report on the New York Women's Agenda Launch Policy Director Ann Lehman

2. Report on the April 15 Gender Equality Principles Commitment Launch

Noni Allwood, Gender Equality Council & West Coast Director, Center for Talent Innovation

IV. CONSENT AGENDA DISCUSSION/ACTION 30 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

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- A. Resolution Recognizing Noni Allwood
- B. Resolution Recognizing Tomoko Hagiwara
- C. Resolution Recognizing Judge Patrick J. Mahoney
- D. Resolution Recognizing Patty Shimek
- E. Resolution Recognizing the 25th Anniversary of the Asian Women's Shelter
- F. Resolution Recognizing the 40th Anniversary of the Arab Cultural Center

V. NEW BUSINESS DISCUSSION

A. Report Back from the United Nations Commission on the Status of Women Meeting

1. Department on the Status of Women Staff Presentation 15 min.

Reports from Media & Community Affairs Director Aimee Allison and Public Policy Fellows Linda Malova, Nancy Rock, and Johanna Saenz.

2. San Francisco Bay Area Delegates Reports 20 min.

- A. Dr. Jean Shinoda Bolen, Author, *Moving Toward the Millionth Circle*
- B. Kathryn Johnson, San Francisco State University
- C. Ana Maria Sanchez, Women Intercultural Network
- D. Roberta Guise, Guise marketing & PR
- E. Maryann Ellison, Law Offices of Linda M. Scaparotti

VI. Reports DISCUSSION 15 min.

Commissioners can report on activities related to the work of the Commission.

VII. PUBLIC COMMENT DISCUSSION 5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. ADJOURNMENT ACTION 1 min.

Adjourn the meeting.

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April 24, 2013

COSW Meeting Information - April 24, 2013

COMMISSION MEETING MINUTES

Wednesday, April 24, 2013

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media & Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Policy Director Ann Lehman

Commissioner Kay Gulbengay Grants Administrator Carol Sacco

Commissioner Andrea Shorter Commission Secretary Cynthia Vasquez

Public Policy Fellow Elizabeth Laferriere

Department Fellow Lina Malova

Department Fellow Nancy Rock

Department Fellow Johanna Saenz

Department Volunteer Jane Bernard-Powers

Excused: Commissioner Becca Prowda

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I. Welcome

President Julie Soo called the meeting to order at 5:10 pm. Commissioners reviewed the agenda.

Action: Approve agenda.

m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)

II. APPROVAL OF MINUTES

Action: Approve minutes from February 27, 2013.

m/s/c (Gamez/Gulbengay/Unanimous)

Action: Approve minutes from April 8, 2013.

m/s/c (Kirshner-Rodriguez/Shorter/Unanimous)

Vice President Kirshner-Rodriguez thanked the Commission and Department for the collaboration for the joint meeting of the Commission on the Status of Women and the Small Business Commission. Vice President Kirshner-Rodriguez stated that she hopes to have more collaboration with other City Commissions.

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Dr. Murase introduced the new Executive Director for Donaldina Cameron House, May Leong. Ms. Leong has tremendous experience, knowledge, integrity and enthusiasm will be a great match for the work, staff, friends and supporters of Cameron House and previously sat on the Seattle Commission on the Status of Women. President Julie Soo welcomed Ms. Leong and look forward to continuing our partnership with the organization.

Dr. Murase announced that the next meeting of the Justice & Courage Oversight Panel will be on June 5th. Dr. Murase reported that on February 26, Policy Director Ann Lehman was a panelist at the Alliance for Girls' S.H.E. Conference: Championing Safe, Healthy and Empowered Girls. She presented on the Girls Report and updated statistics.

Dr. Murase recognized the Department staff, Commissioners and Friends of the Commission for a wonderful and successful Women's History Month event on March 19. The Commission and Department on the Status of Women celebrated Women's History Month with the members of the Board of Supervisors at the Board meeting where Supervisors recognized the contributions of 11 women from the community who demonstrate exceptional vision, dedication and leadership. The theme for the event was "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics." Following the Board presentations, the Friends of the Commission hosted a reception at the Public Utilities Commission Headquarters where the Mayor's honoree was acknowledged and District Attorney Gascón presented his award to his honoree. Next year, we will be celebrating the 10th Anniversary of Women's History Month.

Dr. Murase reported on her trip to Japan as a guest of the Ministry of Foreign Affairs from March 8 - 16. The delegation of 10 individuals recruited from across the country spent 3 days in Fukushima, the location of the 2011 nuclear accident from the massive Tohoku earthquake and subsequent tsunami, followed by meetings in Tokyo with business leaders, the Foreign Minister Kishida and Prime Minister Abe. Dr. Murase gave a presentation on the Gender Equality Principles to the senior leadership of the Keizai Doyukai, an association of CEOs and Presidents, who were very interested in this approach.

Dr. Murase asked Commissioners to save the date for the 43rd Annual Conference of the National Association of Commissions for Women (NACW) scheduled for July 24-27, 2013 at the Marriott Hotel in San Jose, California. NACW's national membership is comprised of state, county, and city women's commissions representing the interests of millions of women and girls. With a conference theme of "Bridge to Equality," this event will attract women and supporters from across California as well as the country seeking a renewed spirit and tools to make a difference for women and families in their communities.

Dr. Murase reported that the recruitment period for the Violence Against Women Policy Analyst has closed and the evaluation of candidates has commenced. She hopes to be able to announce the successful candidate in the next few weeks.

In early May, we will be bidding adieu to super-fellows Lina Malova, Johanna Saenz, and Nancy Rock. Dr. Bernard-Powers concluded her formal volunteer work with the Department in early March. We thank all of these individuals for their tremendous contributions to the Department.

1. Report on the New York Women's Agenda Launch

Policy Director Ann Lehman reported that she has been working intensively with the New York Women's Agenda, a group of women corporate executives interested in adopting a version of the Gender Equality Principles in New York. On March 14, the New York Women's Agenda launched the "New York Women's Business Principles" at an invitation-only high profile event hosted by the Bloomberg Foundation at the Foundation Headquarters in Manhattan. Ms. Lehman served as a panelist for the launch, together with senior executives from Deloitte, IBM, and McKinsey & Company. Calvert CEO Barbara Krumsiek was also one of the featured speakers. Ms. Lehman hopes that companies present will take the Gender Equality Principles quiz and share the outcomes with other companies.

Dr. Murase stated that we should be very proud of the national reach of our innovative programs, particularly Ms. Lehman's critical role in providing technical assistance to the New York Women's Agenda.

2. Report on the April 15 Gender Equality Challenge Launch

The Challenge invites companies with over 1,000 employees and an office in San Francisco to submit a model practice to be shared widely.

Noni Allwood, West Coast Director for the Center for Talent Innovation and a member of the Gender Equality Council, explained that the April 15th launch was a tremendous success. The City Hall press conference featured Theresa Briggs of Deloitte and Cecily Joseph of Symantec who gave strong statements in support of gender equitable workplaces.

Commissioner Gulbengay recognized President of the Board of Supervisors David Chiu and Supervisor Malia Cohen for attending the launch and for their continued support.

Commissioner Shorter recognized the great speakers and productivity of the launch.

President Soo recognized staff for coordinating such a successful event.

Ms. Allwood thanked the Commission for recognizing her work with the GEP.

IV. CONSENT AGENDA

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Action: To approve the Consent Agenda.

m/s/c (Gamez/Gulbengay/Unanimous)

- A. Resolution Recognizing Noni Allwood
- B. Resolution Recognizing Tomoko Hagiwara
- C. Resolution Recognizing Judge Patrick J. Mahoney
- D. Resolution Recognizing Patty Shimek
- E. Resolution Recognizing the 25th Anniversary of the Asian Women's Shelter
- F. Resolution Recognizing the 40th Anniversary of the Arab Cultural Center

Tomoko Hagiwara thanked the Commission for the recognition and presented the Commission with CDs of her music.

Ms. Hagiwara's daughter, a 2002 U.S. Olympian Figure skater, expressed how much of an inspiration her mother has been and how she hopes to be as accomplished as her mother. Ms. Hagiwara's friend and student thanked Ms. Hagiwara for being an amazing teacher. Jodi Levitz, Co-Chair of the Chamber Music Program at the Conservatory thanked Ms. Hagiwara for her leadership, patience, and dedication to her music.

Judge Mahoney (ret.) thanked the Commission for the recognition and recognized Dr. Murase and his colleagues. Dr. Murase thanked the judge for his efforts to raise awareness about the unmet needs of young women.

Dr. Murase introduced Patty Shimek who was recommended by Kathy Baxter to be recognized for Child Abuse Awareness Month. Ms. Shimek expressed her deep appreciation for the recognition by the Commission. Ms. Shimek explained that she launched Partners in Prevention in 2010 to increase awareness of the devastating effects that abuse and neglect have on children. Partners in Prevention added a heart to the traditional blue ribbon symbol for child abuse awareness, using this new logo to create easy ways for individuals and organizations to demonstrate their support in the battle against child abuse. Ms. Shimek explained the importance of nurturing and protecting our children to help them grow to be healthy adults. Kathy Baxter expressed how thankful she was for the important work Ms. Shimek has been doing.

Dr. Murase announced that Loubna Qutami, Executive Director of the Arab Cultural and Community Center, has been accepted into a PhD program for the fall, and will be transitioning out of the organization. Sanaa Bengholam, a domestic violence advocate, thanked the Commission for recognizing the 40th Anniversary of the Arab Cultural and Community Center. Dr. Murase explained that under the leadership of the Commission the first grant to the Center was from our Department, which has allowed the agency to leverage funding from other funding resources. President Soo recognized the late Commissioner Carolene Marks for working actively to address the needs of Arab American women.

V. NEW BUSINESS

A. Report Back from the United Nations Commission on the Status of Women Meetings

1. Department on the Status of Women Staff Presentation

Aimee Allison, Media & Community Affairs Director, reported that our department coordinated a delegation of 25 participants at the 57th Session of the UN Commission on the Status of Women in New York, representing a wide range of academics, advocates, and service providers. The overarching theme for this session held in March was ending violence against women and girls. The Department organized 3 workshops that featured innovative San Francisco work on behalf of women and girls.

- The first panel, "Partnership Models to End Domestic Violence," featured Ms. Allison and Department Fellow Jane Bernard-Powers who provided details of the Family Violence Council. Our panelists partnered with Women North Carolina who shared their innovative women's rights internship that brings community and university resources together to train the next generation of women leaders.
- The second panel, "Local Solutions to End Human Trafficking," featured Department Fellow Johanna Saenz who discussed models in her native Columbia to fight trafficking. Department Fellow Nancy Rock reviewed the landmark 2010 California Transparency in Supply Chain Act, the first law in the nation to require corporations with over \$100 million in global receipts to publicly disclose measures to ensure that supply chains are free of human trafficking.
- The third panel, "Microfinance and Gender Equality in the Workplace," featured Ms. Lehman, Department Fellow Lina Malova, do-it-yourself electronics guru Limor Fried, founder of the Manhattan-based electronics boutique AdaFruit.

This well-attended panel attracted many younger women who view Limor as a hero. The good relationship the Department has developed with Ms. Fried can help us reach the engineering and manufacturing sector in the future.

Department Fellow Lina Malova explained that it was her first time visiting New York and was overwhelmed by all of the women present and the wealth of information everyone contributed. Ms. Malova thanked the Department, Commission, and Friends for the opportunity to engage in the UN process.

Department Fellow Johanna Saenz expressed how thankful she was for the opportunity to work with the Department to show the great work that is being done in San Francisco. Ms. Saenz was fascinated to see how well received and how interested participants were in the topic of human trafficking.

Department Fellow Nancy Rock explained how welcoming everyone was and what an impact the work that we are doing on human trafficking has had, not just locally but internationally.

Dr. Murase recognized Marily Fowler, Dr. Jean Shinoda Bolen, and Julianne Cartwright-Traylor for helping the Department play a role at the UN Commission on the Status of Women and for their continued leadership.

2. San Francisco Bay Area Delegates Reports

A. Dr. Jean Shinoda Bolen, author of *Moving Toward the Millionth Circle* presented the Commission with her book and thanked the Commission for their leadership and continued support for a 5th World Conference for Women. Dr. Shinoda Bolen expressed how great it was to have San Francisco present at the UN and how we need to continue to work together to ensure that a world conference take place in the near future.

B. Kathryn Johnson, San Francisco State University

Kathryn Johnson explained that this was her second trip to the UN as a representative of San Francisco State University and Democratic Women in Action. She reflected that the experience was just phenomenal. The event attracted 6,000 women and over 193 flags were flying over the UN. Ms. Johnson explained how San Francisco is a global city that has connections to the world.

C. Ana Maria Sanchez, Women's Intercultural Network

Ana Maria Sanchez with the Women's Intercultural Network explained that as a survivor of domestic violence, an author on domestic violence and healer and counselor, the opportunity to attend the UN sessions was an incredible opportunity. Ms. Sanchez hopes to have a panel on self-care at the 2014 Session focusing on holistic solutions and hear directly from survivors.

D. Roberta Guise, Guise Marketing & PR

Roberta Guise expressed how wonderful it was to see the commitment of the various participants to women's issues. The 3 key messages that Ms. Guise took from the UN were:

- Think globally and act locally
- Enact change incrementally
- Acceptance is silence.

Ms. Guise expressed how we need to fight and not support human trafficking. She stated her view that we must protect, prevent, provide services and prosecute those who prey on other human beings.

E. Maryann Ellison, Law Offices of Linda M. Scaparotti

Ms. Ellison explained that this was her first trip to the UN and she was overwhelmed by the wealth of information that was shared. As a mother of 4 daughters, Ms. Ellison has been active in various communities, striving to educate herself on real world problems. Ms. Ellison explained that she hopes to continue to be involved and to see change at a larger level.

Commissioners expressed their gratitude for the dedication, heart, and hard work that it took to represent San Francisco at the UN and the innovative methods used to do so.

Ms. Allison reported that we will continue to work with the White House Council on Women and Girls on issues raised at the UN.

Dr. Murase recognized Ms. Allison for her leadership and dedicated work on the UN trip.

VI. Reports

Vice-President Kirshner-Rodriguez reported that she attended the Health Benefit Exchange on April 23.

Vice-President Kirshner-Rodriguez hopes to hold a joint meeting with the Health Commission at some future date.

Commissioner Gamez reported that she attended the Vagina Monologues supported by our Friends and the Commission.

President Soo reported that she continues to sit on the St. Francis Memorial Hospital Board. President Soo helped coordinate a presentation from Nancy Goldberg with SFGAHT and Monica Anderson, a human trafficking survivor, where they discussed identifying victims of human trafficking and how to get trained on how to serve survivors.

VII. PUBLIC COMMENT

Robin Brasso with the Democratic Women in Action, asked the commission to support the following bills:

AB154 – Early Access to Abortion Bill

Ms. Brasso reported that even in California abortion clinics are not readily accessible. Aspiration abortions are safe and women need to have access when they need it. Advance Practice Clinicians are trained to do pap smears and mammograms and are qualified to perform aspiration abortions in the first trimester. The bill is co-sponsored by NARAL, Black Women for Justice, Planned Parenthood, and the California Women's Health Alliance. Ms. Brasso stated that interested supporters should contact WomensHealthAllianceCA@gmail.com to get more info and to get involved.

SB138 – Confidentiality of Medical Information Bill

This bill keeps abortion services confidential if a girl or woman is under a parents' health insurance. Under the new Affordable Care Act, parents can keep their children on their health insurance up to the age of 26. Ms. Brasso stated that women should be allowed to keep this information private even from her parents if she so wishes.

AB1153 – Tom Ammiano's bill would provide parenting information for teenagers who are pregnant and provides child care for those who already have children.

VIII. ADJOURNMENT

Adjourn the meeting in memory of Activist Joan Baez Sr.

m/s/c (Kirshner-Rodriguez/Gulbengay/Unanimous)

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

JULIE SOO
President

NANCY KIRSHNER-
RODRIGUEZ
Vice President

ALICIA GAMEZ
Commissioner

KAY GULBENGAY
Commissioner

REBECCA PROWDA
Commissioner

ANDREA SHORTER
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, May 22, 2013

5 pm

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Julie Soo
Commissioner Alicia Gamez
Commissioner Rebecca Prowda

Vice President Nancy Kirshner-Rodriguez
Commissioner Kay Gulbengay
Commissioner Andrea Shorter

Total Estimated Meeting Time: 1 hour 58 minutes

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Soo.

Action: To approve the meeting agenda.

DISCUSSION/ACTION 2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from April 24, 2013.

Action: To approve draft minutes from April 24, 2013.

DISCUSSION/ACTION 3 min.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Healthy Mother's Workplace Update

Julia Parrish from the Legal Aid Society will provide an overview of the new awards program.

IV. CONSENT AGENDA

DISCUSSION/ACTION 30 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Ellen Schumer
- B. Resolution Recognizing the 150th Anniversary of the Port of San Francisco
- C. Resolution Recognizing Good Sheppard Center
- D. Resolution Recognizing May as APA Heritage Month
- E. Resolution Recognizing the Producers of the "Invisible War" Film

V. NEW BUSINESS

DISCUSSION

A. Women Veterans

1. Local Services and Support

10 min.

Iraq War veteran Star Lara with Swords to Plowshares will provide an overview of the unique needs of women veterans and available services.

2. National Advocacy Efforts

10 min.

Professor Elizabeth Hillman of the UC Hastings College of Law will provide an overview of the legal advocacy efforts taking place nationally on behalf of women veterans.

3. Veteran's Affairs Commission

10 min

Dottie Guy, Chair of the Women's Caucus for the San Francisco Veteran's Affairs Commission and the Women Veteran Outreach Coordinator for the Oakland Veteran Center will present an overview of the Commission's work as it relates to women veterans.

B. NOMINATIONS OF OFFICERS for 2013-2014

DISCUSSION/ACTION

12 min.

President Soo will entertain nominations for President and Vice President of the Commission for 2013-2014. The election will take place at the June 26 Commission meeting.

Action: To nominate candidates for President and Vice President for 2013-2014.

VI. REPORTS

DISCUSSION

20 min.

Commissioners can report on activities related to the work of the Commission.

VII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting.

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Yesterday

Vasquez, Cyn... Mon 5:0...
 COSW: MEETING CANCE...

COSW: MEETING CANCELLATION FOR MAY 22

This message was sent with High importance.

Vasquez, Cynthia [cynthia.vasquez@sfgov.org]

Sent: Monday, May 20, 2013 5:03 PM

I would like to inform everyone that the May 22 meeting of the Commission on the Status of Women has been cancelled. The next meeting of the Commission will take place on Wednesday, June 26 at 5 pm at City Hall in Room 408. Please feel free to contact me with any questions.

Cynthia Vasquez

Executive Coordinator
 Department on the Status of Women
 25 Van Ness Avenue, Suite 240
 San Francisco, Ca 94102
 t (415) 252-3206
 f (415) 252-2575
 e: cynthia.vasquez@sfgov.org

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City and County of San Francisco

Commission on the Status of Women

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President

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RODRIGUEZ
Vice President

ALICIA GAMEZ
Commissioner

KAY GULBENGAY
Commissioner

ANDREA SHORTER
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, June 26, 2013

5 pm

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Vice President Nancy Kirshner-Rodriguez
Commissioner Kay Gulbengay

Roster:

President Julie Soo
Commissioner Alicia Gamez
Commissioner Andrea Shorter

Total Estimated Meeting Time: 1 hour 58 minutes

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Soo.

Action: To approve the meeting agenda.

DISCUSSION/ACTION 2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from April 24, 2013.

Action: To approve draft minutes from April 24, 2013.

DISCUSSION/ACTION 3 min.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Healthy Mother's Workplace Update

10 min.

Julia Parrish from the Legal Aid Society will provide an overview of the new awards program.

2. Gender Analysis of the Department on the Status of Women

5 min.

Graduate Policy Fellow Christine Wagner will provide a brief presentation on the 2013 Gender Analysis of the Department on the Status of Women

IV. CONSENT AGENDA

DISCUSSION/ACTION 30 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

A. Resolution Recognizing Ellen Schumer

B. Resolution Recognizing Diana Reyes Baughman

C. Resolution Recognizing Karen Schwindt

- D. Resolution Recognizing Commissioner Kay Gulbengay
- E. Resolution Recognizing Commissioner Becca Prowda
- F. Resolution Recognizing the Necessity of Family Friendly Workplaces

V. NEW BUSINESS

A. Women Veterans

DISCUSSION

1. Local Services and Support

10 min.

Iraq War veteran Star Lara with Swords to Plowshares will provide an overview of the unique needs of women veterans and available services.

2. Veteran's Affairs Commission

10 min

Dottie Guy, Chair of the Women's Caucus for the San Francisco Veteran's Affairs Commission and the Women Veteran Outreach Coordinator for the Oakland Veteran Center, will present an overview of the Commission's work as it relates to women veterans.

B. Nomination of Officers for 2013-2014

DISCUSSION/ACTION

12 min.

President Soo will entertain nominations for President and Vice President of the Commission for 2013-2014. The election will take place at the June 26 Commission meeting.

Action: To nominate candidates for President and Vice President for 2013-2014.

VI. REPORTS

DISCUSSION

20 min.

Commissioners can report on activities related to the work of the Commission.

VII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting.

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June 26, 2013

COSW Meeting Information - June 26, 2013

COMMISSION MEETING MINUTES

Wednesday, June 26, 2013

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media & Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Women's Policy Director Minouche Kandel

Commissioner Kay Gulbengay Senior Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Public Policy Fellow Elizabeth Laferriere

Department Policy Fellow Stephanie Nguyen

Department Policy Fellow Ali Skewes-Cox

Department Policy Intern Emma Brenner-Bryant

Graduate Policy Intern Christine Wagner

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Excused: Commissioner Andrea Shorter

I. Welcome

President Julie Soo called the meeting to order at 5:15 pm. Commissioners reviewed the agenda.

Action: Approve agenda.

m/s/c (Kirshner-Rodriguez/Unanimous)

No public comment.

II. APPROVAL OF MINUTES

Action: Approve minutes from April 24, 2013.

m/s/c (Gulbengay/Kirshner-Rodriguez/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Dr. Murase introduced domestic violence policy expert Minouche Kandel as the new Women's Policy Director with the Department. Ms. Kandel was previously with Bay Area Legal Aid for over 15 years. Ms. Kandel expressed how thrilled she was to be at the Department. Dr. Murase also introduced the Department's summer fellows and interns.

Emma Brenner-Bryant, an undergraduate student at Tufts University, has been working closely with Women's Human Rights Specialist Ann Lehman on the Gender Equality Principals Challenge.

Christine Wagner a Master's student at the University of Michigan Gerald R. Ford School of Public Policy, has been focusing on the gender analysis of our Department. We will hear from her later on the agenda.

Stephanie Nguyen, a recent graduate from University of California, Berkeley with a BA in Social Welfare and Psychology, has been providing support to Senior Grants Administrator Carol Sacco on the Violence Against Women Prevention and Intervention Grants (VAW) Program, the Family Violence Council, and the Justice and Courage Oversight Panel.

Ali Skewes-Cox, a junior at the University of Colorado at Boulder studying Economics with a Political Science minor, and is supporting Media Affairs Director Aimee Allison on social media and the anti-trafficking conference.

Dr. Murase also highlighted the annual Mother's Day press conference convened by Supervisor Malia Cohen and the Domestic Violence Consortium to send an anti-violence message, celebrate the agencies working with survivors, and urge the City to continue its commitment to end domestic violence in relationships and families. Commission President Julie Soo and Vice President Nancy Kirshner-Rodríguez also participated in the press conference.

The Family Violence Council met in May and the Justice & Courage Oversight Panel met in June. Reports will be provided later on the agenda.

On May 1, Dr. Murase attended the Women and Girls Summit convened by the Silicon Valley Leadership Group to bring executive women to Bessie Carmichael Middle School for a day of panel discussions and networking with middle school girls. Dr. Murase gave opening remarks and Ms. Lehman and GEP Project Manager Elizabeth Laferriere participated in the Summit, informing other participants about the Gender Equality Challenge.

Dr. Murase announced that the Departments budget was increased by 30%, a \$1.4 million increase from this fiscal year's budget. New VAW Program grant dollars will be allocated to fight violence against transgender women, increase services to victims of human trafficking, and greatly expand training programs.

Commissioner Gamez asked what the VAW levels were compared to pre-recession levels. Dr. Murase explained that, with great advocacy from the Commissioners and Partner Agencies, funding for the VAW Program has never been decreased. Commissioner Gamez also asked what the Department levels were before recession levels. Dr. Murase stated that the funding is somewhat below its pre-recession levels particularly in staffing.

Finally Dr. Murase reported that over 40,000 Peace at Home postcards were distributed to elementary and middle school students of the San Francisco public school system during the last week of the school year. These postcards included resource information for families experiencing domestic violence.

1. Healthy Mother's Workplace Update

Julia Parrish from the Legal Aid Society provided an overview of the Healthy Mother's Workplace (HMW) Initiative and the new awards program. Ms. Parrish explained that the Healthy Mothers Workplace Coalition is a collaboration of non-profit organizations, government agencies, and employers created to improve the working conditions and health of new parents. Partners include: SF Breastfeeding Promotion Coalition, SF Department on the Status of Women, SF Department of Public Health, SF Small Business Commission, the local Women, Infants, and Children (WIC)

Program, Legal Aid Society – Employment Law Center, UCSF, and more. The Initiative works with employer policies related to lactation accommodation, pregnancy and parental leave, work-life balance, and other gender equality issues that can affect critical health outcomes for women and infants.

San Francisco employers can complete a new self-assessment of their policies related to parental leave, lactation accommodation, and work-family balance. The pilot assessment asks employers whether their workplace has adopted certain policies identified by the Collaborative as integral for the health and equity of women in the workplace. To apply, please visit the website: www.healthymothersworkplace.org and complete the 1 page assessment by August 7, 2013. There will be a workshop to discuss the assessment and ask questions on Thursday, July 25 at 2 pm at 101 Grove Street, Room 220. All award-winners will be honored at a ceremony on September 9, 2013.

President Soo noted that Supervisor Mar has declared 2013 the Year of the Child and expressed her wish that San Francisco would pursue a local ordinance reflecting the principles of the UN Convention on the Child. Ms. Parrish and Dr. Murase both acknowledged GEP Fellow Lizzie Laferriere for her work on the HMW Initiative.

Vice President Kirshner-Rodriguez suggested contacting the City Treasurer as he will preside over the League of California Cities. President Soo suggested bringing this subject and other women issues to the Conference of Mayors that will be held in San Francisco in 2015. Dr. Murase suggested having a presentation at Mills College in 2015 at the Women in Public Service Project Conference.

2. Gender Analysis of the Department on the Status of Women

Graduate Policy Fellow Christine Wagner provided a brief presentation on the 2013 Gender Analysis of the Department on the Status of Women. Ms. Wagner reported that the last gender analysis of the Department was completed in 2006 for the Fiscal Years 2005-2006 and tonight's report is for 2011-2012. Ms. Wagner compared the total population, clients served by ethnicity, funding comparison, and the Gender Analysis vs. Gender Equality Principles. This reported reviewed VAW Grants Program clients. Ms. Wagner reported the following key findings:

- While the Hispanic population of the City and County of San Francisco increased by 1% over the last 10 years, VAW Grants Program Hispanic clientele increased by 14%.
- A 19% budget increase from FY04-05 to FY11-12 allowed DOSW to serve over 18,000 more people.
- New data will be collected on trafficked victims, women who have served in the military, and transgendered individuals.

Commissioner Gamez asked why was there an increase in Hispanics which Ms. Wagner explained was due to better data gathering.

Commissioner Soo requested absolute numbers for data, indicating that percentages can be misleading for a small data pool.

IV. CONSENT AGENDA

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Action: To approve the Consent Agenda.
m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)

- A. Resolution Recognizing Ellen Schumer
- B. Resolution Recognizing Diana Reyes Baughman
- C. Resolution Recognizing Karen Schwindt
- D. Resolution Recognizing Commissioner Kay Gulbengay
- E. Resolution Recognizing Commissioner Becca Prowda
- F. Resolution Recognizing the Necessity of Family Friendly Workplaces

Ms. Schumer expressed appreciation for the recognition. She explained that City Hall was built with the medallion of equality prominently featured on the ceiling of the rotunda. She expressed what a pleasure it has been to also serve as the Chair of the City Hall Preservation Committee. Deputy City Administrator Linda Yeung expressed what a true treasure Ms. Schumer has and continues to be, stating that Ms. Schumer was a "City Gem." Deputy Director of the Art Commission Rebekah Krell expressed what an incredible presence Ms. Schumer has at City Hall and thanked her for her service. Vice President Kirshner-Rodriguez expressed how Ms. Schumer has opened the door of City Hall to all and how Ms. Schumer represents the best of City Hall.

Diana Reyes Baughman of Chevron, former Board member of the Friends of the Commission on the Status of Women and of Chevron, thanked the Commission for the acknowledgement and expressed appreciation for the great opportunity to work with the Friends and to support the work of the Department/Commission. Ms. Reyes Baughman stated that it was great to hear that the Departments budget is increasing by 30%. She concluded that the Commission has much work to be done to continue to serve women and girls, particularly in the area of economic empowerment. The work that has been done and continues to be done needs to continue to be acknowledged as serving women and girls is economically imperative locally and throughout the county.

Greg Vino, husband of Karen Schwindt, thanked the Commission for recognizing his wife and accepted the honor on behalf. Ms. Vino expressed how passionate his wife was about gender equality as a mother, citizen and business person.

Dr. Murase acknowledged former Commissioner Becca Prowda for her exceptional support while on the Commission. President Soo thanked Commissioner Prowda for her leadership and contributions to the Girl Up Conference last spring.

Dr. Murase explained that Board of Supervisors President David Chiu has proposed a Family Friendly Workplace Ordinance. The Ordinance would give people who work in the City the ability to request a flexible schedule. The Commission resolution would urges the San Francisco Board of Supervisors to take bold steps to make it easier for San Francisco families to achieve work-life balance, and commends Board President David Chiu and Legislative Aide Catherine Rauschuber for their leadership on this important issue.

Dr. Murase recognized Commissioner Kay Gulbengay who was attending her last meeting this evening. Dr. Murase thanked Commissioner Gulbengay for her leadership as past president of the Commission. Commissioner Gulbengay worked on a variety of issues including recognizing the Benioff family for their contribution to a homeless shelter for families. Commissioners expressed their appreciation to Commissioner Gulbengay for her leadership and many contributions.

Commissioner Gulbengay thanked everyone for their kind acknowledgments and expressed how touched she has been to work on behalf of women and their families. She found it especially rewarding interacting with the VAW Program Partner Agencies who are providing the vital services to the women and girls of San Francisco.

V. NEW BUSINESS

A. Women Veterans

1. Local Services and Support

Iraq War veteran Star Lara with Swords to Plowshare provided an overview of the unique needs of women veterans and available services. Ms. Lara highlighted the problem of limited career and training opportunities for women in the military. She was hopeful that these problems would be resolved by 2016 when women are expected to have no restrictions on assignments. Ms. Lara applauded the change to the Don't Ask Don't Tell policy which enables LGBT personnel full participation in the military.

Ms. Lara serves as the Women Veterans Program Manager at Swords to Plowshares. She reported that women make up 8% of all veterans. Only 1% of the US population are veterans. San Francisco and San Diego lead California cities in the numbers of women veterans. Key issues women veterans face include Post Traumatic Stress Disorder (PTSD), sexual trauma, and homelessness. Ms. Lara observed that women tend to put their needs in the back seat, and that this tendency is even more pronounced among women in the military. These women do not seek formal care available from the Veterans Administration and other government agencies. Swords to Plowshares has embarked on an aggressive effort to educate service providers on strategies to identify women veterans among their clients. Regarding the veterans' healthcare system, Ms. Lara reported that each Veterans Hospital has a Women's Clinic. Recent attention focused on the healthcare system has resulted in important gains in addressing women's health issues.

Commissioner Gamez expressed surprise and disappointment that employers did not more readily hire veterans and she urged employers to be more proactive in hiring veterans. Commissioner Gulbengay thanked Ms. Lara for her service and tonight's presentation. Vice President Kirshner-Rodriguez asked about the census of women's veterans in San Francisco. Ms. Lara reported that, in San Francisco, there are 27,677 veterans of which 1,522 are women. President Soo asked about training for personnel involved in healthcare delivery. Ms. Lara explained that the current VA system requires women veterans to retell their trauma experiences multiple times, resulting in re-traumatization and negative outcomes.

2. Veteran's Affairs Commission

Dottie Guy, Chair of the Women's Caucus for the San Francisco Veteran's Affairs Commission and the Women Veterans Outreach Coordinator for the Oakland Veterans Center, presented an overview of the Commission's work as it related to women veterans. Dr. Guy served in Iraq in 2003 as a member of the National Guard. While there are 37 Veterans Centers in California, she is just one of two women coordinators in the state. The Veterans Administration has introduced a new hotline for women veterans. Dr. Guy served in Iraq in 2003 as a member of the National Guard.

President Soo asked if the military academies have adopted gender sensitive curriculum. Commissioner Guy stated that she would research this item.

Dr. Murase pointed out that in her 15+ years of experience with the Commission, this is the first time that the issue of women veterans has been addressed as part of the agenda and she thanked Ms. Lara and Dr. Guy for their informative presentation.

B. Nomination of Officers for 2013-2014

President Soo entertained nominations for President and Vice President of the Commission for 2013-2014. President Soo announced that the election will take place at the July 24 Commission meeting.

President Soo nominated Vice President Nancy Kirshner-Rodriguez for Vice President who accepted. Vice President Nancy Kirshner-Rodriguez nominated President Soo for President who accepted. Commissioner Gulbengay nominated Commissioner Gamez for Vice President who accepted. Commissioners discussed holding over this agenda item when all current Commissioners are available to vote.

Action: Commissioner Gulbengay moved continuance of the nominations to the next meeting.

Action: To continue the nomination of candidates for President and Vice President for 2013-2014 until the July 24, 2003 meeting.

m/s/c (Gulbengay/Gamez/Unanimous)

In public comment, Nancy Cross expressed her opinion that public notice of meetings was inadequate. Commission Secretary Cynthia Vasquez reported that all posting requirements were being followed however, she would follow up with the San Francisco Public Library to ensure that all agendas and minutes were available to the public.

VI. REPORTS

Vice President Kirshner-Rodriguez acknowledged the work of the domestic violence community and the Domestic Violence Consortium for their tireless work and efforts and congratulated them on their budget increases and encouraged them to continue to request funding for their life saving work. Vice President Kirshner-Rodriguez reported that she has been working and attending meetings with the Alliance 4 Girls and will be looking forward to a presentation on Monday. Vice President Kirshner-Rodriguez highlighted the recent funding cuts to girl service providers from the Department of Children, Youth, and their Families. Vice President Kirshner-Rodriguez continues to take a leadership role at the National Council on Jewish Women, which started with 6 organizations and now has a total of 60 partners. Vice President Kirshner-Rodriguez also attended the annual event for Shalom Bayit, which provides domestic violence intervention services to Jewish women.

Commissioner Gulbengay acknowledged the Department and Commission for their continued work and expressed her hope that the Commission would continue to present the vital issues facing women and girls to the Board of Supervisors.

Commissioner Gamez reported that she is participating with the newly formed Progressive Women Rising and attended a panel on the topic of the Quest for Peace and Justice on May 16. The panel was of San Francisco Women who have been personally affected by youth homicides in San Francisco and what they are doing to find solutions for the epidemic of youth homicides.

President Soo reported on Lenora Lee's dance performances that will take place again in November which includes stories of trafficked women. President Soo has been involved with Supervisor Eric Mar and the Department on denouncing the Osaka Mayor's comments regarding Korean comfort women as a military necessity during World War II. President Soo thanked the Department for nominating her for the Asian Women's Resource Center Outstanding Community Service Award to be conferred on August 16.

VII. PUBLIC COMMENT

Robin Brasso expressed concern about sexual assault in the military. She attended the Democratic Women's Forum luncheon to recognize former Assemblymember Fiona Ma who has taken up the cause of incarcerated domestic violence victims. She invited Commissioners to attend the July 2 National Day of Action to fight cuts to Social Security, 4 pm at the Federal Building. Ms. Brasso expressed outrage at the Supreme Court's action to strike down Section 4 of the Voting Rights Act. She thanked the Commission for adjourning in memory of retired teacher Marjorie Stern.

Betty Tillman thanked the Commission for its work. She explained that she is a retired teacher (Wallenberg 1985-2003; Oakland public schools) and former actress with the Lorraine Hansberry Theater. She listed the many ways in which she has experienced violent crime and theft.

Nancy Cross urged the Commission to object to the \$19 million tax exemption for a boys school, an agenda item on the Board of Supervisors Government Audit Committee agenda tomorrow.

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed her appreciation to the Commission for its partnership in the budget process. She thanked Commissioner Gubengay for her collegial leadership.

VIII. ADJOURNMENT

Adjourn the meeting in memory of Marjorie Stern, a distinguished educator and labor leader in San Francisco. m/s/c (Gubengay/Gamez/Unanimous).

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Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org. If any materials related to an item on this agenda have been distributed to the Commission after distribution of the agenda packet, those materials are

available for public inspection at 25 Van Ness, Suite 130, San Francisco, CA 94102 during normal office hours.

Lobbyist Registration and Reporting Requirements

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

JULIE SOO
President

NANCY KIRSHNER-
RODRIGUEZ
Vice President

ALICIA GAMEZ
Commissioner

ANDREA SHORTER
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, July 24, 2013

5 pm

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Julie Soo

Commissioner Alicia Gamez

Vice President Nancy Kirshner-Rodriguez

Commissioner Andrea Shorter

Total Estimated Meeting Time: 1 hour 52 min

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Soo.

Action: To approve the meeting agenda.

DISCUSSION/ACTION 2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from June 26, 2013.

Action: To approve draft minutes from June 26, 2013.

DISCUSSION/ACTION 5 min.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

B. Update on Recommendations for Girls

10 min.

Graduate Intern Nicole Sowers of Mills College will provide recommendations from the *Girls Report*.

C. San Francisco Collaborative on Human Trafficking Conference (SFAHT)

7 min.

Policy Intern Ali Skews-Cox will provide an update on the SFAHT 2013 Child Sex Trafficking Conference that will be held on August 2.

D. Gender Equality Principles Roundtable Update

7 min.

Policy Intern Emma Brenner-Bryant will provide an update on the *Gender Equality Principles*: "Cultivating the "It" Factor: How to Put Sponsorship to Work for Women" Roundtable scheduled for August 8.

IV. CONSENT AGENDA

DISCUSSION/ACTION 15 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

A. Resolution Recognizing the 150th Anniversary of the Port of San Francisco

B. Resolution Recognizing Bill Sifferman

C. Resolution Recognizing Yali Lincroft

V. OLD BUSINESS

A. Arts Commission Gender Analysis

10 min.

Rebekah Krell, Deputy Director of the San Francisco Arts Commission, will provide an update on the Art Commissions Gender Analysis.

VI. NEW BUSINESS

DISCUSSION

A. Nomination of Officers for 2013-2014

DISCUSSION/ACTION

30 min.

President Soo will entertain nominations for President and Vice President of the Commission for 2013-2014. The election will take place at the August 28 Commission meeting.

Action: To nominate candidates for President and Vice President for 2013-2014.

VI. Reports

DISCUSSION

15 min.

Commissioners can report on activities related to the work of the Commission.

VII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting in memory of Former Supervisor Willie B. Kennedy.

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July 24, 2013

COSW Meeting Information - July 24, 2013

COMMISSION MEETING MINUTES

Wednesday, July 24, 2013

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media and Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Alicia Gamez Women's Policy Director Minouche Kandel

Commissioner Mary Jung Women's Human Rights Specialist Ann Lehman

Commissioner Andrea Shorter Senior Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Gender Equality Principles Program Manager

Elizabeth Laferriere

Department Policy Fellow Stephanie Nguyen

Department Policy Fellow Ali Skewes-Cox

Graduate Policy Intern Christine Wagner

I. Welcome

President Julie Soo called the meeting to order at 5:11 pm. Commissioners reviewed the agenda. President Soo welcomed newly appointed Commissioner Mary Jung to the meeting. Commissioner Jung previously served with the Public Utilities Commission and was most recently a Commissioner on the Civil Service Commission.

Action: Approve agenda.

m/s/c (Jung/Gamez/Unanimous)

No public comment.

II. APPROVAL OF MINUTES

Commissioners reviewed minutes and provided edits.

Action: Approve amended minutes from June 26, 2013.

m/s/c (Gamez/Kirshner-Rodriguez/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Dr. Murase announced the August 8 Gender Equality Principles Roundtable "Cultivating the 'It' Factor: How to Put Sponsorship to Work for Women" that will focus on what

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companies can do to cultivate a culture of sponsorship and inclusion for women. It will be held at McKesson's Vision Center in downtown San Francisco.

The Department has been working closely with Board of Supervisors President David Chiu and his Legislative Aide Catherine Rauschuber on the Family Friendly Workplace Ordinance which would prohibit workplace discrimination in San Francisco based on parental or caregiver status, and would allow all parents or caregivers to request flexible schedules to work around their caregiving responsibilities. On July 11, Dr. Murase testified before the Board of Supervisors Rules Committee in support of the proposed Ordinance. Dr. Murase discussed the Department's groundbreaking work on the San Francisco Gender Equality Principles and how this Ordinance would support the conclusive findings of dozens of studies that workplace flexibility results in improved productivity and employee retention. Dr. Murase recognized Gender Equality Principles Initiative (GEP) Program Manager Elizabeth Laferriere for coordinating with President Chiu's office and conducting community outreach. Similar ordinances have been adopted in the United Kingdom, Australia, and New Zealand. Dr. Murase acknowledged Senior Grants Administrator Carol Sacco for her dedicated work in getting contract amendments in place for the increase in funding to Partner Agencies for legal services and language access made possible by the domestic violence supplemental adopted last year. Dr. Murase announced that there are over 150 people registered to attend the August 2 SFCAHT Conference on Ending Domestic Child Sex Trafficking that appears on the agenda. Dr. Murase acknowledged Women's Policy Director Minouche Kandel for working on ensuring that continuing education credits would be available for attorneys.

Dr. Murase reported that the Department held a focus group to receive input from the community about priorities in the area of human trafficking, to guide the development of the RFP for the new money the Department received to combat human trafficking. Over 40 people attended, from a wide variety of groups including non-profits agencies working in the areas of human trafficking, youth services, domestic violence, and legal services, law enforcement agencies, health care providers, foundations, and government officials. The Department also held a meeting with the Mayor's Task Force to help in developing a plan on combating human trafficking in San Francisco.

Dr. Murase reported that she is co-chairing the Community Advisory Board for the School of Social Work at San Francisco State University (SFSU). The current enrollment cap of 25 incoming Master's students and will create a crisis for social services in San Francisco due to the anticipated need for social workers in city government. The Board will be organizing a meeting with President Leslie Wong of San Francisco State University to further discuss the needs of the City. The Department has successfully hosted a number of social work interns over the years, including Laura Marshall, Lisa Sapiro, and Callen Kurpinsky. These school year interns have provided much needed support to Department efforts and have continued their professional development and careers utilizing their Masters in Social Work.

Commissioner Mary Jung reported that she attended the Chamber of Commerce meeting and businesses are in support of the concept of this legislation with some are already doing this. However, some businesses are concerned that it may hurt small businesses and their bottom lines. President Soo urged the Board to hold a round of town hall meetings and public meetings to work out the details and get input from the community and work things out legislatively rather than going to the voters. Commissioner Jung expressed her view that the Ordinance would be better handled legislatively rather than at the ballot box. Dr. Murase explained that this Ordinance would help people who are too afraid to ask for flexible schedules.

B. Update on Recommendation for Girls and STEM Programs

Graduate Intern Nicole Sowers of Mills College provided recommendations from her report "Effective Strategies to

Increase Girls Success in STEM Education." Ms. Sowers reported that there is a need for more women in the STEM fields. Ms. Sowers reported that:

- In the next decade, U.S. demand for scientists and engineers is expected to increase at twice the rate of all other occupations
- Women's contributions are necessary for our society and economy to reach their full potential
- Although women fill close to half of all U.S. jobs, they hold less than 25% of STEM jobs.

Ms. Sowers provided an overview of the data from the San Francisco Unified School District (SFUSD) in comparison to the State of California overall based on gender in the following areas:

- Computer Science
- Math
- Science.

Ms. Sowers reported that the SFUSD has new initiatives which include:

- Afterschool and summer learning opportunities for students
- Professional development to improve teachers' STEM skills
- Technological capabilities of district schools
- Reaching underrepresented students.

Ms. Sowers recommendations are as follows:

- Professional Development to Train Teachers in Girl-Friendly Pedagogy
- Female Role Models in the Classroom
- Participate in Local STEM Collaboratives
- Increase Course Availability in High School
- Improve STEM Content in K-8 Education.

C. San Francisco Collaborative on Human Trafficking Conference (SFOAHT)

Policy Intern Ali Skewes-Cox provided an update on the SFOAHT 2013 Child Sex Trafficking Conference that will be held on August 2. Ms. Skewes-Cox has worked closely with Media and Community Affairs Director Aimee Allison and Ms. Kandel on the upcoming conference. Ms. Skewes-Cox provided an overview of the issue:

- Human trafficking is a \$32 billion dollar per year industry
- It is estimated that an exploiter may earn as much as \$650,000 a year by exploiting as few as four children
- As many as 300,000 children are currently at risk of becoming victims of sex trafficking in the United States
- San Francisco, Los Angeles, and San Diego are included on the FBI list of 13 areas of "high intensity child prostitution" in the United States
- It is estimated that 50-60% of victims of commercial sexual exploitation are or were formerly involved with the child welfare system
- For girls who are trafficked, the average age is between 12 and 14.

Ms. Skewes-Cox reported that San Francisco is behind many of our neighboring counties in having a comprehensive strategy to respond to human trafficking. This conference is meant to bring together any and all individuals and organizations that come into contact with children who are at risk of becoming a trafficking victim. This includes law enforcement, health care providers, educators, non-profit service providers, and other government agencies. Also included are local and state legislators who can create legislation to fight this problem in San Francisco and California. Supervisor Katy Tang will provide opening remarks, then a video welcome from Congresswoman Jackie Speier,

followed by Senator Leland Yee who will discuss the upcoming bill SB 738 concerning the foster care systems response to children who have been trafficked. There will also be a short video, created by Ms. Allison, depicting "A Day in the Life of a Victim of Child Sex Trafficking," a presentation on federal and state legislation, and a large panel on the anatomy of a child sex trafficking case with experts from the prosecution, law enforcement, governmental victim services, and non-governmental victim services perspectives. Ms. Skewes-Cox urged Commissioners to attend.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

m/s/c (Jung/Kirshner-Rodriguez/Unanimous)

A. Resolution Recognizing the 150th Anniversary of the Port of San Francisco/Port Director Monique Moyer

B. Resolution Recognizing Bill Sifferman

C. Resolution Recognizing Yali Lincroft

Dr. Murase corrected the first resolution title as recognizing Port Director Monique Moyer. Ms. Moyer thanked the Commission for the recognition and for the strong support of the Commission/Department. Ms. Moyer explained that she has worked with the City for 17 years. She is the 2nd woman to serve as Port Director for the City in its 146 year history and is the longest serving Director (over 9 years). Ms. Moyer is among 3 female Port Directors out of 85 total in the nation and is proud to report that the SF Port Commission's President, Vice President, and Chief Financial Officer are all women. Ms. Moyer expressed how important it is to have women in leadership roles.

Vice President Nancy Kirshner-Rodriguez expressed what an honor it was to recognize Ms. Moyer for her leadership.

Dr. Murase reported that Chief Bill Sifferman was unable to attend the meeting but expressed his gratitude for the recognition. Chief Sifferman had provided a copy of the Juvenile Probation Department's Annual Report which highlights services and data on girls. Dr. Murase applauded Chief Sifferman for recognizing the gender-specific needs of girls in the juvenile justice system.

President Soo introduced Yali Lincroft who was accompanied by her mother and daughter. President Soo expressed her esteem for Ms. Lincroft who was recently recognized by the White House as a Champion of Change for Children of Incarcerated Parents. Ms. Lincroft has also recently joined the Walter S. Johnson Foundation. Ms. Lincroft thanked the Commission for the recognition and expressed how important it is to serve the children in the child welfare system and work on incarceration issues. Ms. Lincroft has helped develop two federal measures to help immigrant families: the HELP Separated Children's Bill (S3522 Franken) and the Foster Opportunity for Children Bill (HR 3333 Stark). Ms. Lincroft also play an important role in the passage of CA Senate Bill 1064 which addresses the problems encountered when immigration enforcement and the child welfare system intersects. Ms. Lincroft recently volunteered at the Youth Court in Oakland and expressed how important alternative methods to incarceration are to helping troubled youth.

Anita Fong, a San Francisco resident, has had the pleasure of knowing Ms. Lincroft since 1997. She expressed how grateful she was to see the Commission recognize Ms. Lincroft who has provided services and support to families

throughout the city.

V. OLD BUSINESS

A. Arts Commission Gender Analysis

Dr. Murase stated that Rebekah Krell, Deputy Director of the San Francisco Arts Commission, will provide a report at the August 28 Commission meeting.

VI. NEW BUSINESS

A. Nomination of Officers for 2013-2014

President Soo recognized that the Mayor is in the process of making appointments to the Commission and requested that this item be held to the August 28 Commission meeting once additional Commissioners are appointed.

Action: To hold this item over until the August 28 Commission meeting.

m/s/c (Soo/Jung/Unanimous).

VI. Reports

Vice President Kirshner-Rodriguez reported that she attended the National Council on Jewish Women-San Francisco Chapter Annual Luncheon that honored Dr. Murase, Nancy Goldberg, and Emma Mayerson. Vice President Kirshner-Rodriguez also attended the National Leadership Council for Futures Without Violence. Vice President Kirshner-Rodriguez and Dr. Murase will be attending the National Association of Commissions for Women's National Conference and acknowledged Department Policy Fellow Ali Skewes-Cox and Department staff for their assistance with the conference.

Commissioner Gamez announced the Gender Equality Principles workshop slated for August 8, at 8:30am, "Cultivating the "It" Factor: How to Put Sponsorship to Work for Women" and encouraged Commissioners to attend.

President Soo reported attending an event with Congresswoman Jackie Speier and discussing the idea of imposing an airline fee to support the work of human trafficking. Congresswoman Jackie Speier referred a staffer to work on this issue. President Soo also wished a happy birthday to Malala Yousafzai, the young Pakistani woman activist on girl's education who survived an assassination attempt. President Soo also announced that, on August 16, the Asian Women's Resource Center will be honoring her at their annual dinner. Finally, President Soo recognized the first responders to the Asiana Airlines crash, especially Fire Chief Joanne Hayes-Whites, for their leadership during this tragedy.

VII. PUBLIC COMMENT

Robin Brasso, a retired teacher, highlighted the importance of STEM in the educational system and expressed how important it is to have women role models such as scientists and engineers. Ms. Brasso also recognized the importance of professional development to existing educators.

Vice-President Kirshner-Rodriguez is the parent of a 2nd grader in San Francisco and reported that her daughter's teacher was able to attend a program at the California Academy of Sciences that helped integrate the creative process with science and expressed how important professional development tools are for educators. President Soo expressed how important field trips to college campuses are to encourages higher education from a young age.

Beverly Upton with the Domestic Violence Consortium welcomed Commissioner Jung to the Commission and

expressed how pleased she was to see the Commission recognize Yali Lincroft. Ms. Upton was very happy to report that the Mayor's budget was approved with increased funding and cost of living increases for the Partner Agencies, and she thanked the Department for its partnership. Ms. Upton reported that the Domestic Violence Consortium has joined 10 immigrant right providers to stop Secure Communities. They are working with Supervisor John Avalos on legislation "Due Process for All." This will help victims of domestic violence avoid getting detained over immigration issues.

Commissioner Gamez asked about local enforcement of Secure Communities. Ms. Upton explained that fingerprints are automatically sent to the Immigration and Customs Enforcement (ICE) division and that she is working on an effort to ensure that no local funds are spent on the punitive immigration actions required by Secure Communities. Community hearings will begin in September.

VIII. ADJOURNMENT

Adjourn the meeting in memory of Former Supervisor Willie B. Kennedy.

Meeting adjourned at 6:50.

m/s/c (Shorter/Kirshner-Rodriguez/Unanimous).

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

COMMISSION MEETING AGENDA

Wednesday, August 28, 2013

5 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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RODRIGUEZ
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

ANDREA SHORTER
Commissioner

Roster:

President Julie Soo

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Nancy Kirshner-Rodriguez

Commissioner Alicia Gamez

Commissioner Andrea Shorter

Total Estimated Meeting Time: 1 hour 58 minutes

EMILY MURASE, PhD
Executive Director

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Soo.

Action: To approve the meeting agenda.

DISCUSSION/ACTION 2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from July 24, 2013.

Action: To approve draft minutes from July 24, 2013.

DISCUSSION/ACTION 5 min.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

DISCUSSION/ACTION 10 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Presiding Judge Cynthia Ming-mei Lee
- B. Resolution Recognizing W.O.M.A.N., Inc.'s 35th Birthday
- C. Resolution Recognizing the Reverend Glenda Hope and Safe House
- D. Resolution Recognizing the Healthy Mothers Workplace Awardees
- E. Resolutions Recognizing the 2013 CEDAW Women's Human Rights Honorees

V. OLD BUSINESS

A. Nomination of Officers for 2013-2014

DISCUSSION/ACTION

15 min.

President Soo will entertain nominations for President and Vice President of the Commission for 2013-2014.

Action: To nominate candidates for President for 2013-2014.

Action: To nominate candidates for Vice President for 2013-2014.

B. Election of Officers for 2013-2014**DISCUSSION/ACTION**

10 min.

The Commission will elect a President and Vice President for FY13-14 for a one-year term beginning September 1, 2013.

Action: To elect a President of the Commission for FY13-14.

Action: To elect a Vice President of the Commission for FY13-14.

VI. NEW BUSINESS**DISCUSSION****A. Arts Commission Gender Analysis**

10 min.

Deputy Director of the San Francisco Arts Commission Rebekah Krell will provide an update on the Arts Commission Gender Analysis

B. Department of Children Youth and Their Families (DCYF)

15 min.

Executive Director Maria Su will provide an update on girls programs funded by DCYF.

C. Girls Alliance

15 min.

Executive Director Emma Mayerson will provide an update on the Girls Alliance.

VII. REPORTS**DISCUSSION**

20 min.

Commissioners can report on activities related to the work of the Commission.

A. Human Trafficking

President Julie Soo Vice

B. Family Violence Council

Vice President Nancy Kirshner-Rodriguez

C. Justice & Courage Project on Domestic Violence Policy Reform

Commissioner Andrea Shorter

D. Gender Equality Principles Initiative, Girls Issues

Commissioner Amy Ackerman

VIII. PUBLIC COMMENT**DISCUSSION**

5 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

IX. ADJOURNMENT**ACTION**

1 min.

Adjourn the meeting in memory of Laura Takeuchi, a dedicated staff person of the Asian Pacific Islander Legal Outreach, and legendary artist Ruth Asawa.

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August 28, 2013

COSW Meeting Information - August 28, 2013

COMMISSION MEETING MINUTES

Wednesday, August 28, 2013

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

Members Present Staff Present

President Julie Soo Executive Director Emily M. Murase, PhD

Vice President Nancy Kirshner- Media and Community Affairs Director Aimee Allison

Rodriguez Outreach and Development Manager Stacey Hoang

Commissioner Amy Ackerman Women's Policy Director Minouche Kandel

Commissioner Alicia Gamez Senior Grants Administrator Carol Sacco

Commissioner Mary Jung Commission Secretary Cynthia Vasquez

Commissioner Andrea Shorter Gender Equality Principles Program Manager

Elizabeth Laferriere

Department Policy Fellow Stephanie Nguyen

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I. Welcome

President Julie Soo called the meeting to order at 5:05 pm. Commissioners reviewed the agenda. President Soo welcomed newly appointed Commissioner Amy Ackerman to the meeting.

Action: Approve agenda.

m/s/c (Jung/Gamez/Unanimous)

No public comment.

II. APPROVAL OF MINUTES

Commissioners reviewed minutes and provided edits.

Action: Approve amended minutes from July 24, 2013.

m/s/c (Kirshner-Rodriguez/Gamez/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Dr. Murase introduced Patricia Bovan and Heidi Pervin Yamaguchi, board members with the Friends of the Commission on the Status of Women. Ms. Bovan and Ms. Pervin Yamaguchi announced that the annual CEDAW Women's Human Rights Awards Luncheon is scheduled for Monday, September 30 and begins with a VIP reception at 11:15 am, followed by the luncheon, 12N - 2 pm, at the Julia Morgan Ballroom of the Merchants Exchange Building, 465 California at Montgomery in downtown San Francisco. The

event will be honoring 10 exceptional individuals and 1 corporation that participated in the Gender Equality Challenge. Commissioners were urged to sponsor a table, help with sponsorships, and invite their networks.

Dr. Murase provided an overview of the Department's Annual Report for FY2012-2013.

Dr. Murase highlighted the following:

- Domestic violence homicides made a historic drop to zero
- The Department held 2 joint Commission meetings with the Police Commission and the Small Business Commission, for the first time
- The Department saw a 21% increase in funding to address violence against women
- The Violence Against Women Prevention and Intervention Grants Program was granted \$3.3 million to fund 24 Partner Agencies who provide 31 community-based programs that address violence against women.

Dr. Murase highlighted the following events:

- January - Human Trafficking Awareness Month & Teen Poster Contest, Roe v. Wade Rally
- February - One Billion Rising San Francisco
- May - Supporting the Mother's Day Press Conference
- October - 10 Year Anniversary for Justice & Courage Oversight Panel

Dr. Murase recognized the staff, fellows, and interns for all of the progress made over the past year. She also thanked President Soo for her leadership and dedication. President Soo commended staff for the many accomplishments.

IV. CONSENT AGENDA

Action: To approve the Consent Agenda.

m/s/c (Kishner-Rodriguez/Jung/Unanimous)

- A. Resolution Recognizing Presiding Judge Cynthia Ming-mei Lee
- B. Resolution Recognizing W.O.M.A.N., Inc.'s 35th Birthday
- C. Resolution Recognizing the Reverend Glenda Hope and Safe House
- D. Resolution Recognizing the Healthy Mothers Workplace Awardees
- E. Resolutions Recognizing the 2013 CEDAW Women's Human Rights Honorees

Dr. Murase explained that, this year, Presiding Judge Cynthia Ming-mei Lee instituted a historic mandatory training for all judges on lethality and domestic violence, a recommendation that the Justice & Courage Oversight Panel has pursued for many years. Lisa Lightman, a collaborator for the grant that funded the training, expressed how Judge Lee has raised the bar in the judicial field and thanked the Commission for recognizing Judge Lee. Judge Lee thanked the Commission for the honor and recognized her colleagues on the bench for their support. Commissioners expressed their gratitude to Judge Ming-Mei Lee and thanked her for her leadership.

Jill Zawisz, Executive Director of W.O.M.A.N., Inc., thanked the Commission for recognizing the 35th Birthday of W.O.M.A.N., Inc., and for its continued support. She also recognized the staff and volunteers at W.O.M.A.N., Inc. for their dedicated work. Commissioners recognized W.O.M.A.N., Inc. for the critical work and support the agency provides to so many clients.

Dr. Murase introduced Reverend Glenda Hope from Safe House as a "force of nature" in the Tenderloin who, after

many years of service, will be retiring. Reverend Hope has helped many women escaping prostitution through the Safe House facility and programs. Reverend Hope thanked the Commission and recognized her colleagues at Safe House. She assured the Commission that the work of Safe House will continue. Reverend Hope concluded by inviting everyone to a benefit for Safe House "Legacy of Hope," taking place on Wednesday, September 25, Wednesday, 6 - 8 pm, at St. Mary's Cathedral, 1111 Gough Street, San Francisco

President Soo recognized Judge Garrett Wong who thanked the Commission for its continued partnership with the courts. Judge Wong explained that Domestic Violence Court is a tough assignment for judges but that the leadership of President Judge Lee has made easier. Commissioners thanked Judge Wong for his leadership. Dr. Murase acknowledged Michael Yuen, Chief Executive Officer of the San Francisco Superior Court.

V. OLD BUSINESS

A. Nomination of Officers for 2013-2014

President Soo entertained nominations for President and Vice President of the Commission for 2013-2014.

Commissioner Shorter nominated Vice President Nancy Kirshner-Rodriguez for President. Commissioner Soo seconded the nomination. Vice President Kirshner-Rodriguez accepted the nomination.

Commissioner Gamez nominated Commissioner Amy Ackerman for Vice President. She accepted the nomination.

Commissioner Vice-President Nancy Kirshner-Rodriguez nominated Commissioner Andrea Shorter for Vice President. Commissioner Jung seconded the nomination. Commissioner Andrea Shorter accepted the nomination.

Commissioner Ackerman withdrew her nomination.

Action: To nominate Nancy Kirshner-Rodriguez for President for 2013-2014.

Action: To nominate Andrea Shorter for Vice President for 2013-2014.

B. Election of Officers for 2013-2014

Action: To elect Nancy Kirshner-Rodriguez for President for 2013-2014.

Action: To elect Andrea Shorter for Vice President for 2013-2014.

m/s/c (vote by acclamation/Unanimous)

VI. NEW BUSINESS

A. Arts Commission Gender Analysis

Deputy Director of the San Francisco Arts Commission Rebekah Krell provided an update on the Arts Commission gender analysis. Ms. Krell explained that the Arts Commission's budget is organized by program and data collection practices differ from program to program. The Arts Commission is interested in building a more cohesive agency. Improved department-wide data collection is a part of that effort. The Commission has centralized our administrative team and are building staff capacity in the area of data collection and analysis.

The various programs include:

- Public Art Program

- Community Arts and Education (4 community cultural centers, WritersCorps)
- Cultural Equity Grants program
- Civic Design
- Galleries
- Street Artists.

The Arts Commission is currently engaged in a strategic planning effort, and has articulated data-based decision making as both a value of the agency and a plan deliverable: performance measures for the department, with goals tied to outcomes. The budget-making process is a collaborative one, and involves the agency's entire management team.

Ms. Krell provided the following information:

- Cultural Equity Grants Program:
 - o 68% individual artists are women; 53% are people of color
 - o 69% of panelists are women; 77% are people of color
- Cultural Centers- grew out of an activist community arts movement to bring art to the neighborhood
 - o All 4 non-profits are led by women, of which half are women of color
- WritersCorps – teaching artists
 - o 2 men, 5 women – 60% people of color
 - o Students – 1042 total, 426 female (41% if Juvenile Hall wards who are predominantly male included; 58% if excluded); 95% students of color.
- Public Art Program: Of the \$5M program, 48% (\$2.4M) went to in women artists.

Staffing at the Art Commission includes:

- 100% of the 4 Program Directors are women
- 32 out of the 26 staff are women
- 71% of upper management are women (2 males, 5 females)
- 14 out of the 36 staff are people of color.

Commissioner Ackerman asked about the data collection efforts, how these can be improved, and how data influences exhibit planning. Ms. Krell explained that she is relatively new to the Department and will be travelling to New York for training to look at best practices by other agencies/departments nationally that have robust art programs.

Dr. Murase thanked Ms. Krell for the presentation but pointed out that the provided statistics were only by gender or by race, and did not include gender by race. President Soo suggested that the Department provide Ms. Krell with the disaggregated data template developed for gender analysis.

In Public Comment, Robin Brasso, a retired teacher, expressed how important art is in teaching.

B. Department of Children Youth and Their Families (DCYF)

Executive Director Maria Su provided an update on girls programs funded by DCYF. Director Su expressed how she hopes this is the beginning of a collaboration between DCYF and the Commission to ensure that girls are being served appropriately in San Francisco. Director Su reviewed the Children's Amendment which was created in 1991, reauthorized in 2000, and is scheduled to sunset in 2016. The Children's Amendment created a baseline with guaranteed funding for children services (0-17 years old). She explained the 3-year planning cycle for Children's Fund

allocations that included:

- a Community Needs Assessment
- a Children's Services Allocation Plan
- Request for Proposals, and
- Evaluation and assessment of services.

Director Su reviewed the following:

- 2011 Index of Need
- Target Populations
- Major Expenditure Categories
- Service Area Funding Comparison
- General Fund and Children's Fund
- Total Participants by Service Areas
- Total Participant by Gender and Age.

Commissioner Ackerman expressed concern that the need for gender-specific services for girls not taken into account in the most recent round of funding allocations. She pointed out provisions in the Administrative Code and the City Charter that require consultations with other departments, including the Commission on the Status of Women. Commissioner Gamez echoed support for the funding of gender-specific services, pointing out that the voices of girls need to be heard. Commissioners expressed concern about the apparent gap in services. Commissioners discussed developing stronger relationships with all City Departments that fund services for girls to ensure that gender specific programs are being funded.

In order to facilitate inter-agency collaborations, Commissioner Ackerman suggested revitalizing the Children's Cabinet, which was made up of all the departments that serve children.

Director Su presented further data on girl-focused programs funded in the most recent funding cycle. She reported that, overall, 50% of the clients DCYF serve are girls, but not necessarily in gender-specific programs. Director Su expressed her hope that the dialogue will continue and build a stronger relationship with the Commission/Department.

C. Alliance for Girls

Executive Director Emma Mayerson explained that Alliance for Girls is an association of about 60 Bay Area organizations and leaders, united into a coalition dedicated to eliminating social, personal and cultural barriers for girls. The Alliance acts as a convener, educator, and advocate for girls and the people and organizations who serve them. The 60 members of the Alliance represent 92,000 girls being served, over 2,000 staff, and 5500 volunteers.

Ms. Mayerson reported that, in the most recent Request for Proposals from DCYF, girls services were not identified as a priority and funding for girls services were cut substantially. Through advocacy by the Alliance, a substantial portion of the cuts were restored, but the overall amount was still a significant decrease. She thanked the Commission for its support and expressed her hope for continued close collaboration to ensure that girls in San Francisco are appropriately served.

VII. REPORTS

A. Human Trafficking

President Julie Soo reported that the August 2 conference on Child Sex Trafficking was a huge success with almost 200 people in attendance. President Julie Soo acknowledged Ms. Kandel and the Department staff for their great work.

B. Family Violence Council

Vice President Nancy Kirshner-Rodriguez reported back on the very productive meeting of the Council and acknowledged Tri-chair Beverly Upton for her leadership. Great synergy came from this meeting that was well attended by the various partners.

C. Justice & Courage Project on Domestic Violence Policy Reform

Commissioner Andrea Shorter reported that members of the Justice & Courage Oversight panel met with Police Chief Greg Suhr and District Attorney George Gascon to discuss cultural competency and language access issues. Panel Members are due to meet with Adult Probation Chief Wendy Still in the upcoming weeks.

D. Gender Equality Principles Initiative, Girls Issues

Dr. Murase reported on the sold out August 8 roundtable "Cultivating the 'It' Factor: How to Put Sponsorship to Work for Women" at the McKesson Solutions Center in downtown San Francisco. The event, co-hosted by the Gender Equality Principles Initiative and the McKesson Corporation focused on what companies can do to cultivate a culture of sponsorship and inclusion for women. The Gender Equality Council is in the process of planning for a ½ day strategic planning retreat.

VIII. PUBLIC COMMENT

Robin Brasso wanted to recognize Antoinette Tuff who works the front desk at a school in Atlanta, Georgia who talked to an armed gunman into surrendering to the police without incident. She stated Ms. Tuff is a hero.

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked President Soo for her leadership over the last year during challenging times.

President Soo announced the Golden Gate University Law Clinic's 20th anniversary celebration that will take place on September 19.

IX. ADJOURNMENT

The Commission adjourned the meeting in memory of Laura Takeuchi, a dedicated staff person of the Asian Pacific Islander Legal Outreach, and legendary artist Ruth Asawa.

Meeting adjourned at 7:37 pm.

m/s/c (Shorter/Kirshner-Rodriguez/Unanimous).

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MARY JUNG
Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, September 25, 2013

5 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie Soo

Total Estimated Meeting Time: 1 hour 48 minutes

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

DISCUSSION/ACTION

2 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from August 28, 2013.

Action: To approve draft minutes from August 28, 2013.

DISCUSSION/ACTION

5 min.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION/ACTION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

B. Violence Against Women Intervention and Prevention Grants Program (VAW)

15 min.

Pacific Asian American Women Bay Area Coalition Policy Fellow Stephanie Nguyen will provide a report on the VAW Program.

IV. CONSENT AGENDA

DISCUSSION/ACTION

30 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

A. Resolution Recognizing Budget Director Kate Howard

B. Resolution Recognizing the 40th Anniversary of San Francisco Women Against Rape

C. Resolutions Recognizing the 2013 CEDAW Women's Human Rights Honorees

- V. NEW BUSINESS** **DISCUSSION** *20 min.*
A. Legislation Supporting Licensing and Regulations of Massage Establishments and Practitioners
Supervisor Katy Tang will provide an overview of the Legislation Supporting Licensing and Regulations of Massage Establishments and Practitioners.

Action: To adopt a position supporting/opposing proposed legislation on massage establishments and practitioners.

- VI. Reports** **DISCUSSION** *20 min.*
Commissioners can report on activities related to the work of the Commission.

- A. Human Trafficking Commissioner Julie Soo
B. Other Commission Business Commissioners

- VII. PUBLIC COMMENT** **DISCUSSION** *5 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

- VIII. ADJOURNMENT** **ACTION** *1 min.*
Adjourn the meeting.

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September 25, 2013

COSW Meeting Information - September 25, 2013

COMMISSION MEETING MINUTES

Wednesday, September 25, 2013

5:00 PM

City Hall, Room 408

1 Dr. Carlton B. Goodlett Street

San Francisco, CA 94102

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Members Present

Staff Present

President Nancy Kirshner-

Executive Director Emily M. Murase, PhD

Rodriguez

Media and Community Affairs Director

Aimee Allison

Vice President Andrea Shorter

Outreach and Development Manager

Stacey Hoang

Commissioner Amy Ackerman

Women's Policy Director Minouche Kandel

Commissioner Alicia Gamez

Commission Secretary Cynthia Vasquez

Commissioner Mary Jung
Manager

Gender Equality Principles Program

Commissioner Julie Soo

Elizabeth Laferriere

Nguyen

Department Policy Fellow Stephanie

Department Fellow Iris Wong

I. Welcome

President Nancy Kirshner-Rodriguez called the meeting to order at 5:06 pm. President Kirshner-Rodriguez welcomed new Commissioners Mary Jung and Amy Ackerman who were sworn-in by Mayor Ed Lee earlier in the day. She stated that it has been 50 years since the initial report on a Presidential Commission on the Status of Women and she feels privileged to be leading the local Commission.

Action: Approve agenda.

m/s/c (Soo/Jung/Unanimous)

No public comment.

II. APPROVAL OF MINUTES

Commissioners reviewed minutes.

Action: Approve amended minutes from August 28, 2013.

m/s/c (Soo/Jung/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report and reviewed highlights. Women's Human Rights Specialist Ann Lehman testified at the Board of Supervisors Land Use Committee in support of the Family Friendly Workplace Ordinance on behalf of the Department. Dr. Murase also recognized the efforts of Grants Manager Stacey Hoang whose federal grant progress report was recently approved by the Department of Justice Office of Violence Against Women. She commended Gender Equality Program Manager Elizabeth Lafemiere for her work organizing the September 9 Healthy Mothers Workplace Awards Program. Commissioner Ackerman and President Kirshner-Rodriguez echoed their accolades to Ms. Lafemiere and, in particular, the beautiful awards featuring original artwork by children in the Boys & Girls Club.

Dr. Murase reminded Commissioners of the upcoming annual CEDAW Luncheon that will take place on Monday, September 30 at 11:30 am at the Julia Morgan Ballroom at the Merchants Exchange Building. Ms. Soon Young Yoon, Chair of CSW/NGO/NYC will be a special guest at the luncheon.

Dr. Murase concluded her report with an announcement that Mayor Lee, the Department, and the Domestic Violence Consortium will be marking the Domestic Violence Awareness Month Launch on Tuesday, October 1, 6 - 7 pm on the Polk Street Steps. The event will feature lighting up City Hall in purple, the color that marks Domestic Violence Awareness Month. Invited speakers include Board of Supervisors President David Chiu, District Attorney George Gascon, Police Chief Greg Suhr, and Adult Probation Chief Wendy Still. Commissioners are urged to attend this important event.

B. Violence Against Women Intervention and Prevention Grants Program (VAW)

Pacific Asian American Bay Area Coalition Policy Fellow Stephanie Nguyen presented the FY2012-2013 annual report of the Violence Against Women Prevention & Intervention Grants Program. Commissioners requested demographic data from the City to provide a context for the report. Commissioners suggested that the Department contact Lyn Rosenthal, the White House Domestic Violence Advisor, for guidance on reporting criteria. Another resource is available from the Department of Health where health measures can be accessed by zip code. Discussion focused on the numbers of youth and male clients included in the report.

IV. CONSENT AGENDA

Action: *To approve the Consent Agenda.*

m/s/c (Soo/Ackerman/Unanimous)

- A. Resolution Recognizing Budget Director Kate Howard**
- B. Resolution Recognizing the 40th Anniversary of San Francisco Women Against Rape**
- C. Resolutions Recognizing the 2013 CEDAW Women's Human Rights Honorees**

Janelle White, Executive Director of San Francisco Women Against Rape (SFWAR) thanked the Commission for the recognition and for funding SFWAR since 1997. Ms. White explained that SFWAR provides resources, support, advocacy, and education to end sexual violence. The agency currently operates a 24 hour crisis line which began in 1973 at 20 hours a week.

Dr. Murase reminded Commissioners of the CEDAW Women's Human Rights Awards annual Luncheon scheduled for Monday, September 30 which begins with a VIP reception at 11:15 am, followed by the luncheon, 12N – 2 pm, at the Julia Morgan Ballroom of the Merchants Exchange Building.

V. NEW BUSINESS

A. Legislation Supporting Licensing and Regulations of Massage Establishments and Practitioners

Ashley Summers, Carol Mo, and Dyanna Quezon of Supervisor Katy Tang's office gave a presentation on the proposed legislation supporting licensing and regulating massage establishments and practitioners. Initial discussion focused on advertising connected to sporting events and the hospitality industry that, in some cases, facilitate commercial sex and exploitation. Discussion then focused on land use controls to regulate massage parlors. Ms. Quezon explained that land use controls do not apply to massage establishments where 100% of masseuses possess state certification. In San Francisco, 160 massage establishments are certified by the Department of Public Health. Other establishments are governed by state certification laws. Ms. Quezon further explained that, in the mid 2000's, regulation of massage parlors was moved out of the Police Code to the Health Code. One of the identified problems was understaffing of the Department of Health inspectors. Ms. Quezon stated that Supervisor Tang allocated additional funds for staffing at the Department of Health. Commissioners urged that the fines be such that they provide for further staffing of inspectors.

The proposed legislation goes before the October 1 Health Commission and to the October 3 meeting of the Board of Supervisors Rules Committee, with an anticipated approval date of late November. Supervisor Tang's office has asked the City Attorney to craft a few amendments, including one referencing the state law that requires posting of human trafficking resources and hotlines in many businesses.

The Small Business Commission has already supported the legislation. Commissioners urged that the posting of these notices be pursued by SFPD foot patrols.

Action: *To adopt a position supporting proposed legislation on massage establishments and practitioners.*

m/s/c (Ackerman/Soo/Unanimous)

VI. Reports

Commissioners can report on activities related to the work of the Commission.

A. Human Trafficking

Commissioner Julie Soo recognized the Department for a very successful human trafficking conference and thanked Women's Policy Director Minouche Kandel for her leadership with the San Francisco Collaborative on Human Trafficking. The St. Francis Memorial Hospital Board is interested in having another presentation made to doctors on human trafficking and signs of trafficked victims.

B. Other Commission Business

Commissioner Gamez reported that she will be attending the Conference of Delegates for the San Francisco Bar Association and reported on the group's interest in women's issues.

Commissioner Soo recognized Assemblymember Phil Ting for strengthening the protection of victims seeking restraining orders against stalkers.

Commissioners decided to hold the annual strategic planning retreat on Friday, November 22 from 9 am – 2 pm. [This date has changed to Wednesday, November 20, 9:30 am -12:30 pm.]

Dr. Murase announced that the Commission will be holding a joint commission meeting with the Health Commission on Tuesday, December 3 at 4 pm at 101 Grove Street, in Room 311.

VII. PUBLIC COMMENT

Robin Brasso expressed her concern of the Health Department citing young trafficked girls when inspecting massage parlors.

President Kirshner-Rodriguez explained how there are some loopholes in the system that do not allow the City to control how many people are licensed to be masseuses. The true jurisdiction lies with the Department of Public Health, and unfortunately, there is not adequate staff to do this.

VIII. ADJOURNMENT

Commissioner Soo asked that the meeting be adjourned in memory of Evelyn Wilson, a Lowell alumna, a legendary parliamentarian for the San Francisco Board of Education, and community activist.

Meeting adjourned at 6:42 pm.

m/s/c (Soo/Gamez/Unanimous).

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Commission on the Status of Women

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Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, October 23, 2013

5 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie Soo

Total Estimated Meeting Time: 1 hour 48 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

2 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

5 min.

Explanatory document – Draft Minutes from September 25, 2013.

Action: To approve draft minutes from September 25, 2013.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

ACTION

25 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Leigh Kimberg in honor of Domestic Violence Awareness Month
- B. Resolution Recognizing Tom Ammiano in honor of Transgender Day of Remembrance
- C. Resolution Recognizing the 10th Anniversary of the Filipina Women's Network

- D. Resolution Recognizing Stacey Hoang
- E. Resolution Recognizing the Friends Board members Shinta Lim, Jennifer Plotke, and Oona Marti.

V. NEW BUSINESS

- | | | |
|--|-------------------|---------|
| A. St. Vincent De Paul Society | DISCUSSION | 10 min. |
| Jean Reah, Clinical Director, will provide an overview of the Wellness Center. | | |
| B. Affordable Care Act | DISCUSSION | 10 min. |
| Department Fellow Iris Wong will provide an overview of the Affordable Care Act. | | |
| C. Human Trafficking Grant Funding Approval | ACTION | 20 min. |
| Explanatory documents: _Funding Committee Recommendation, Review Panel demographic information | | |

The Department has conducted a competitive grant process to fund community-based organizations to provide comprehensive services for human trafficking victims and/or anti-human trafficking efforts.

Based on input from the Violence Against Women Grants Review Panel, the VAW Funding Committee will submit recommendations for the San Francisco Response to Human Trafficking Grant Opportunity for January 1, 2014 – June 30, 2015.

Action: To adopt the recommendation of the Violence Against Women Funding Committee to fund the Asian Women's Shelter proposal for \$75,000 for FY13-14 and \$150,000 for the San Francisco Response to Human Trafficking grant.

- | | | |
|--|---------------|---------|
| VII. Commission Meeting Time | ACTION | 15 min. |
| <i>Action: To change the Commission meeting start time to 4 pm on the 4th Wednesday of the month.</i> | | |

- | | | |
|---|-------------------|---------|
| VIII. Reports | DISCUSSION | 15 min. |
| Commissioners can report on activities related to the work of the Commission. | | |

- | | |
|--|------------------------------|
| A. CEDAW Friends of the Commission on the Status of Women Luncheon, Ivory Steuben Luncheon | President Kirshner-Rodriguez |
| B. Domestic Violence Awareness Month Launch | Vice-President Shorter |
| C. Gender Equality Principles Initiative | Commissioner Ackerman |

- | | | |
|---|-------------------|--------|
| VII. PUBLIC COMMENT | DISCUSSION | 5 min. |
| This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda. as well as to suggest new agenda items for future meetings.. | | |

- | | | |
|--|---------------|--------|
| VIII. ADJOURNMENT | ACTION | 1 min. |
| Adjourn the meeting. | | |
| <i>Action: To adjourn the meeting.</i> | | |

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices.

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

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CommissionerMARY JUNG
CommissionerJULIE SOO
CommissionerEMILY MURASE, PhD
Executive Director

COMMISSION RETREAT AGENDA

Wednesday, November 20, 2013

8:30 am – 12 noon Public Meeting; 12 Noon – 1:00 pm Closed Session

Duane Morris LLP

One Market Plaza, Spear Tower, Suite 2200

International Room

San Francisco, CA 94105-1127

Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie Soo

** Public comment will be taken throughout the meeting. **

** Continental Breakfast & Networking**

8:30 - 9:00 am

I. WELCOME

Opening remarks by President Kirshner-Rodriguez.

9:00 – 9:05 am

II. APPROVAL OF AGENDA - ACTION

Action: To approve the meeting agenda.

9:05 – 9:07 am

III. APPROVAL OF MINUTES - ACTION

Explanatory document – Draft Minutes from October 23, 2013.

Action: To approve draft minutes from October 23, 2013.

9:07 – 9:10 am

VI. ACCEPTANCE OF GIFT – ACTION

Action: To accept intern stipend funding from the Pacific Asian American Women Bay Area Coalition.

9:10 - 9:15 am

V. INTRODUCTIONS - DISCUSSION

9:15 – 9:20 am

VI. GROUND RULES - DISCUSSION

Facilitator: Julianna Hynes

9:20 – 9:25 am

VII. FRIENDS OF THE COMMISSION ON
THE STATUS OF WOMEN UPDATE- DISCUSSION

9:25 – 9:35 am

VIII. STRATEGIC PLAN PRESENTATION –DISCUSSION

A. Current Strategic Plan

9:35 – 10:00 am

B. Department staff will review major components of the FY 2015-2017
Strategic Plan.

10:00 – 10:30 am

1. Overall Goal

25 Van Ness Avenue, Suite 240, San Francisco, CA 94102

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2. Women in the Workplace
 - a. City & County of San Francisco
 - b. Gender Equality Principles Initiative
 - c. Small Business
 3. Women's Health & Safety
 - a. Violence Against Women Prevention and Intervention Grants
 - b. Domestic & Family Violence
 - c. Trafficking
 - d. Girls
 4. Department Administration
- C. Discussion on Strategic Plan 10:30 – 11:00 am
- **BREAK****
- 11:00 - 11:15 am
- IX. COMMISSIONER ROLES - DISCUSSION 11:15 – 11:35 am
- X. COMMISSION MEETINGS – ACTION 11:30 – 11:50 am
- A. Approval of 2014 Commission Meeting Schedule
Action: Approve 2014 Commission Meeting Schedule.
- B. Improvements to Commission meetings - DISCUSSION
- XI. PUBLIC COMMENT - DISCUSSION 11:50 – 12 noon
 This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.
- XII. CLOSED SESSION - ACTION 12 noon – 12:50 pm
- A. Public comment on all matters pertaining to the Closed Session.
 B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):
 PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.
 C. Open Session
Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).
- XIII. CLOSING REMARKS & ADJOURNMENT - ACTION 12:50 - 1 pm
Action: Adjourn Meeting.

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Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, January 22, 2014

NEW TIME: 4 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie Soo

Total Estimated Meeting Time: 1 hour 58 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

2 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

5 min.

Explanatory document – Draft Minutes from November 1, 2013.

Action: To approve draft minutes from November 1, 2013.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. One Billion Rising Update

Susan Celia Swan, Executive Director of V-Day will brief Commissioners.

IV. CONSENT AGENDA

ACTION

25 min.

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Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

A. Resolutions Recognizing Gender Equality Challenge Model Practices

- B. Resolution Recognizing the Late Libby Denebeim
- C. Resolution Recognizing the 40th Anniversary of Cameron House
- D. Approval of 2014 Commission Meeting Schedule
- E. To accept intern stipend funding from the Pacific Asian American Women Bay Area Coalition

V. OLD BUSINESS

- A. Approval of the Strategic Plan** **ACTION** 25 min.
Commissioners will approve the proposed Strategic Plan for FY2015-17.
Action: To adopt the Strategic Plan for FY2015-17.

VI. NEW BUSINESS

- A. FY2014-2015 Proposed Budget** **ACTION** 30 min.
Commissioners will review the proposed budget for FY14-15.
Action: To adopt the budget for FY14-15.

- VII. Reports** **DISCUSSION** 15 min.
Commissioners can report on activities related to the work of the Commission.

- A. Human Trafficking** President Kirshner-Rodriguez/
Commissioner Soo
B. Gender Equality Principles Initiative Commissioner Ackerman

- VIII. PUBLIC COMMENT** **DISCUSSION** 5 min.
This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda. as well as to suggest new agenda items for future meetings..

- IX. ADJOURNMENT** **ACTION** 1 min.
Adjourn the meeting.
Action: To adjourn the meeting in memory of Anita Sanchez and Sophia Liu.

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-
RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Wednesday, January 22, 2014

NEW TIME: 4 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

GOVERNMENT
DOCUMENTS DEPT

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Members Present

President Nancy Kirshner-
Rodriguez
Vice-President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Mary Jung

Staff Present

Executive Director Emily M. Murase, PhD
Associate Director Carol Sacco
Women's Policy Expert Ann Lehman
Fiscal & Policy Analyst Stephanie Nguyen
Women's Policy Director Minouche Kandel
Senior Grants Administrator Carol Sacco
Commission Secretary Cynthia Vasquez
Gender Equality Principles Program
Manager Elizabeth Laferriere
Department Policy Fellow Stephanie Nguyen

Excused: Commissioner Julie Soo

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez welcomed everyone.

Action: To approve the meeting agenda.
m/s/c (Ackerman/Shorter/Unanimous)

No public comment.

II. APPROVAL OF MINUTES

Draft Minutes from November 1, 2013.

President Kirshner-Rodriguez explained that the notes from the November 1, 2013 retreat were available but would not need to be approved as there was no quorum for that meeting.

III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director's Report

Dr. Murase introduced Jessica Kinard and Marissa Pereira Tully with the Budget Analyst Office.

Dr. Murase referenced a letter from Soon-Young Yoon, UN representative for the International Alliance of Women and Chair of the NGO Committee on the Status of Women, New York. Ms. Yoon has formally invited our Department to serve as a "peer leader" in the new "Cities for CEDAW" Initiative. The basic idea is to build on the success of the San Francisco CEDAW Ordinance that has contributed to so many achievements for San Francisco. We will partner with the Women's Intercultural Network headed by Marilyn Fowler, who maintains a state-wide and national network of women leaders. The Initiative will include events showcasing elements of the 1995 Beijing Platform for Action, which remains the guiding document for advancing women's human rights, through 2014 and 2015, and it is proposed to culminate in the 2015 U.S. Conference of Mayors to be held in San Francisco.

Dr. Murase reported that at the request of the Mayor's Office, she and Women's Policy Director Minouche Kandel presented an update on the City's anti-human trafficking work at the Northern District of California Human Trafficking Task Forces Executives' Session held on January 13. This event, organized by U.S. Attorney Melinda Haag, featured updates from San Francisco Bay Area counties on anti-trafficking work.

Dr. Murase announced that the Department welcomed Policy Fellow Stephanie Nguyen as a staff member and who will be overlooking grant responsibilities previously held by outgoing Fiscal & Development Director Stacey Hoang. Ms. Nguyen will also provide administrative and fiscal oversight of the OVW Arrest Grant moving forward.

Commissioner Ackerman thanked Department staff members for all of their diligent work over the various areas we are working in.

1. One Billion Rising Update

Noelle Colome, V-Day Development Director with encouraged all Commissioners and the public to attend the One Billion Rising for Justice event taking place on Friday, February 14. V-Day has partnered with the Department, the Filipina Women's Network, the Mayor's Office and various Partner Agencies to Rise, Release and Dance, and demand Justice. One Billion Rising for Justice is a global call to women survivors of violence and those who love them to gather safely in community outside places where they are entitled to justice – courthouses, police stations, government offices, school administration buildings, work places, sites of environmental injustice, military courts, embassies, places of worship, homes, or simply public gathering places where women deserve to feel safe but too often do not. It is a call to survivors to break the silence and release their stories – politically, spiritually, outrageously – through art, dance, marches, ritual, song, and spoken word.

There will also be a free legal clinic for women survivors of violence seeking justice on Saturday, March 1 in partnership with the San Francisco Bar Association from 12-1:30 with details to follow.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

m/s/c (Shorter/Gamez/Unanimous)

- A. Resolutions Recognizing Gender Equality Challenge Model Practices
- B. Resolution Recognizing the Late Libby Denebeim
- C. Resolution Recognizing the 40th Anniversary of Cameron House

- D. Approval of 2014 Commission Meeting Schedule
- E. To accept intern stipend funding from the Pacific Asian American Women Bay Area Coalition

Dr. Murase announced that the resolutions for the Gender Equality Challenge Model Practices will be presented at a forum to be held on January 30 recognizing over 10 model practices from 10 different organizations that entered into this year's Challenge.

Ed Denebeim, son of the late Libby Denebeim, thanked the Commission for the recognition of the work that his mother did and the passion she had for her work. Commissioner Shorter thanked the late Libby Denebeim for her fierce leadership and tireless commitment for women's human rights. She added that Ms. Denebeim has mentored so many people in San Francisco and the City will be forever grateful.

May Leong, Executive Director of Cameron House, thanked the Department and Commission for their continued support and for recognizing the work for Cameron house. Yulonda Kwong also thanked the Commission for the support to the Partner Agencies.

V. OLD BUSINESS

A. Approval of the Strategic Plan

Dr. Murase explained that the Commission reviewed the proposed strategic plan at the November retreat and incorporated the input from Commissions to the currently proposed strategic plan. Commissioners reviewed the plan.

President Kirshner-Rodriguez thanked the community partners for their participation and input at the November Commission retreat.

Commissioner Ackerman expressed how important it is to be able to measure the success of the Department's in the strategic plan. Commissioner Ackerman also thanked the Department for all of the work that is being done with limited staff.

Dr. Murase explained hiring Elizabeth Laferriere as the new Legislative Director will enable the Department to advance its legislative policy work.

President Kirshner-Rodriguez expressed how she hopes to include some of the ideas from the Women's Policy Summit "When Women Succeed, America Succeeds" that staff attended on January 21 in Sacramento.

**Action: To adopt the Strategic Plan for FY2015-17.
m/s/c (Ackerman/Gamez/Unanimous)**

VI. NEW BUSINESS

A. FY2014-2015 Proposed Budget

Commissioners reviewed the proposed budget for FY14-15. President Kirshner-Rodriguez thanked all of the Partner Agencies for the great work they do to help so many women, girls, and families. Dr. Murase presented the proposed budget for FY14-15 and FY15-16. The Mayor announced that there is a projected shortfall and has asked that all Departments provide his office with a budget with targeted cuts by February 21. The Department is being asked to cut 1.8% in the first year, 1.27% in the 2nd year and 1.27% in contingency cuts. Commissioners reviewed the proposed budget. Commissioner Gamez recused herself from discussion given her position as a board member of the San Francisco Bar Association which serves as the fiscal agent for two grantees.

Budget Analyst Jessica Kinard explained that although we are experiencing an economic recovery, the expenditures the City has, outpaces the new revenue, especially salaries and benefits.

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for its continued support and requested that the Commission reject the proposed budget cuts.

Gloria Romero, Mission Neighborhood Center/Mission Girls, explained that there are many youth who continue to go unserved and that funding from the Department helps serve and the underserved community. Ms. Romero asked the Commission to reject the proposed budget cuts.

Jill Zwisza, Executive Director of WOMAN, Inc., urged the Commission to reject the cuts. She stated that San Francisco has gone 3 years without a domestic violence homicide due to the vital services our partner agencies are providing.

Elizabeth Kirtan, Executive Director of Asian Women's Shelter, expressed how many of the Partner Agencies provide peer support to one another and how dedicated all the Partners are to ensuring the safety of women and girls. With the proposed cuts, many clients with English as a second language may go unserved. Ms. Kirtan requested that the Commission reject the cuts.

Becki Hively, Riley Center, explained that, with the proposed cuts, the case manager's ability to serve clients would suffer and many clients could go unserved. Ms. Hively urged the Commission to reject the proposed budget cuts.

Denny David, LYRIC, explained that the Commission has a legacy of rejecting budget cuts and hopes that the Commission will do the same this year. The proposed budget cut would equal to a reduction of 3 weeks of group meetings that serve this LGBT youth population.

Pablo Espinoza, CUAV, explained that transgender women of color tend to be victims of violence. This is the community he serves and he urged the Commission to reject the proposed budget cuts.

Lexi Adsit, El/La Para TransLatinas, serves as an office assistant, and explained that the proposed budget cuts would mean that the agency which receives such small funding would have to close its office for 1 month. Ms. Adsit encouraged the Commissioners to reject the proposed cuts.

Stephanie Bilinski, Justice & Diversity Center, urged the Commission to reject the proposed cuts. The Center's services allow victims to have a voice.

Yulanda Kwong, Cameron House, explained that the proposed cuts would mean a 120 hour or 3 week reduction in counseling, case management, legal support, or shelter services. About 12-18 families would directly be affected by the funding cut to Cameron House. Ms. Kwong thanked the Commission for its years of support and urged the Commission to reject the cuts.

President Kirshner-Rodriguez recognized the Partner Agencies for their fearless advocacy for these vital services.

**Action: To reject the proposed budget for FY14-15, FY15-16.
m/s/c (Shorter/Mary/Recused:Gamez/Passed)**

VII. Reports

Commissioners reported on activities related to the work of the Commission.

A. Human Trafficking

President Kirshner-Rodriguez reported that January was Human Trafficking Awareness month and many events have taken place, including the SCAHT Teen Poster Contest that generated 15 entries. Winners were recognized at the January 10 Human Trafficking Awareness Month Kick-Off Event, which had great attendance by city officials, the public, and the media.

The SFCaHT Teen Poster Contest winners were as follows:

1st Prize: *Mary-Claire Amable, Tin Dinh, and Lauren Hernandez, all 12 graders at Woodside International School*

2nd Prize: *Sabrina Farrar, a 12th grader at City Arts and Technology High School.*

3rd Prize: *Elsa Ma, a 12th grader at Raoul Wallenberg High School, and Mimi Truong, a 12th grader at Burton High School.*

The event was made possible with funding support from the Friends of the Commission on the Status of Women.

B. Gender Equality Principles Initiative

Commissioner Ackerman acknowledge the great work of the Department on the upcoming *Honoring Progress: The 2013 Gender Equality Practices forum* that will be held on January 30, and encouraged Commissioners to attend.

C. General Commission Business

Commissioner Gamez reported that she participated in the November 7 co-sponsored event with the Human Rights Commission on "Safe at Work," which addressed the sexual abuse of low income immigrant women at work.

VIII. PUBLIC COMMENT

Erick Oranates, with Don't Harass Me Bro, thanked the Commission for its wonderful work here in the City. Mr. Oranates explained that his organization is hoping to end street harassment in San Francisco, and to ensure that San Francisco streets are safe for women and girls. Mr. Oranates hopes to work with the Department in the future and welcomed recommendations for partners.

IX. ADJOURNMENT

Commissioner Jung spoke on the memory of Anita Sanchez and her great leadership.

Action: To adjourn the meeting in memory of Anita Sanchez and Sophia Liu.

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MARY JUNG
Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

SPECIAL COMMISSION MEETING AGENDA

Thursday, February 20, 2014

4 pm – 5 pm

City Hall, Room 201

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

FEB - 7 2014

Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie Soo

Total Estimated Meeting Time: 38 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

ACTION

2 min.

II. FY2014-2015 Proposed Budget

Commissioners will review the proposed budget for FY14-15.

Action: To adopt the budget for FY14-15.

ACTION

30 min.

III. PUBLIC COMMENT

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings..

DISCUSSION

5 min.

IV. ADJOURNMENT

Adjourn the meeting.

Action: To adjourn the meeting.

ACTION

1 min.

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COSW Meeting Information - February 20, 2014 - Meeting Minutes

COSW Meeting Information - February 20, 2014

COMMISSION MEETING MINUTES

Wednesday, February 20, 2014

4 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Members Present

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Alicia Gamez

Commissioner Mary Jung

Commissioner Julie D. Soo

Staff Present

Executive Director Emily M. Murase, PhD

Associate Director Carol Sacco

Fiscal & Policy Analyst Stephanie Nguyen

Women's Policy Director Minouche Kandel

Senior Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Excused: Vice-President Andrea Shorter

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez welcomed everyone.

Action: To approve the meeting agenda.

m/s/c (Gamez/Ackerman/Unanimous)

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No public comment.

II. FY2014-2015 Proposed Budget

Commissioners reviewed the proposed budget for FY14-15, FY15-16. Dr. Murase reported that the City Charter mandates that the Commission approve a budget to be submitted to the Mayor's Budget Office by February 21.

Commissioners agreed that they do not want to see funding cuts to the Partner Agencies, and that they would collaborate with Partner Agencies to advocate for no funding cuts and request additional funding for the vital services being provided.

Action: *To reconsider the January 22 vote to reject the proposed FY14-15, FY15-16 budget.*

m/s/c (Ackerman/Jung/Unanimous)

Action: *To adopt the proposed budget for FY14-15, FY15-16.*

m/s/c (Ackerman/Jung/Recused Gamez/Unanimous)

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for its leadership and support. Ms. Upton expressed her optimism in working with the Commission and Partner Agencies to advocate for no funding cuts.

III. PUBLIC COMMENT

Executive Director Murase reported that the One Billion Rising event that took place on February 14 was a tremendous success with over 3,000 people attending, including elected officials, Department Heads, Partner Agencies and many others to rise against violence.

Commissioner Soo announced that, on February 25, the San Francisco Collaboration Against Human Trafficking will be holding a strategic planning retreat.

President Kirshner-Rodriguez announced that the regularly scheduled meeting of the Commission will take place on Wednesday, February 26 at City Hall in Room 408.

III. ADJOURNMENT

Action: *To adjourn the meeting.*

m/s/c (Soo/Jung/Unanimous)

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, February 26, 2014

4 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

GOVERNMENT
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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie Soo

Total Estimated Meeting Time: 1 hour 56 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

2 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

5 min.

Explanatory document – Draft Minutes from January 22 and February 20, 2014.

Action: To approve draft minutes from January 22 and February 20, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

A. Executive Director's Report

8 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

ACTION

15 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

A. Resolutions Recognizing the 2014 Women's History Month Honorees

B. Resolution Recognizing Catherine Rauschuber

- C. Resolution Honoring Lisa Hoffman on her Retirement
- D. Resolution Honoring Talitha Guinn
- E. Resolution Recognizing Aimee Allison

V. NEW BUSINESS

A. 2014 Violence Against Women Community Needs Assessment

15 min.

Request for Proposals

Staff will provide an update and recommendations for the awarding of the community needs assessment.

Action: To award the Needs Assessment contract to ETR Associates.

VI. Reports

DISCUSSION

10 min.

Commissioners can report on activities related to the work of the Commission.

- A. Human Trafficking
- B. Gender Equality Principles Initiative
- C. Family Violence Council
- D. One Billion Rising
- E. General Commission Business

Commissioner Soo
Commissioner Ackerman
President Kirshner-Rodriguez
Commissioner Shorter
Commissioners

VII. PUBLIC COMMENT

DISCUSSION

5 min.

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

VIII. CLOSED SESSION - ACTION

45 min.

- A. Public comment on all matters pertaining to the Closed Session.
- B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

- C. Open Session

Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

IX. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting.

Action: To adjourn the meeting.

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices.

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EXECUTIVE DIRECTOR'S REPORT
February 26, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Women and Girls' Human Rights

A. Gender Equity Principles Initiative (GEP)

On January 30, the Gender Equality Principles Initiative hosted "Honoring Progress: The 2013 Gender Equality Practices," the first event in a two-part 21st Century Workplace Series, co-sponsored by the Bay Area Council. "Honoring Progress" brought together more than 110 leaders in business, government, and academia for an in-depth conversation around the implementation and direction of gender-responsive workplace policies.

The event focused on the 10 practices submitted to the Initiative's first annual Gender Equality Challenge. Challenge companies included: AT&T, Baker & McKenzie, Bayer HealthCare, Charles Schwab, Deloitte, eBay, Levi Strauss and Business for Social Responsibility, Symantec, and Twitter. Dozens of other companies participated, including representatives from Morgan Stanley, AIG, Kimpton, Accenture, Woods Bagot, Perkins+Will, and Safeway. Also in attendance were staff members from the offices of House Democratic Leader Nancy Pelosi, Senator Barbara Boxer, Congresswoman Jackie Speier, California Assemblymember Phil Ting, The Representation Project, and the National Association of Women Business Owners. The forum was developed by the Department on the Status of Women, its Gender Equality Council, and Calvert Investments, in partnership with the Bay Area Council and support from the Institute for Women's Leadership, and Assemblymember Phil Ting.

Commissioner Amy Ackerman opened the event and I forwarded a congratulatory message from the White House by Valerie Jarrett, Senior Advisor to the President and Chair of the White House Council on Women and Girls. We also viewed a video greeting from Senator Barbara Boxer in which she recognized the importance of the issues addressed by the Gender Equality Principles. The Senator also shared her hope of convening a hearing on CEDAW sometime in the spring.

Senior Gender Advisor Ann Lehman moderated a panel of experts from each company including Cecily Joseph, Vice President of Corporate Responsibility, Symantec Corporation; Cynthia Jackson, Partner, Baker & McKenzie; Cree Scott, Consulting Program Manager; Deloitte LLP; Chantel Mandel, Director of Public Policy & Communications, Bayer HealthCare; Beth Axelrod, Senior Vice President of Human Resources, eBay Inc.; Kelly Livers, Regional Branch Executive and CFP, Charles Schwab & Co.; Loretta Walker, Vice President of External Affairs, AT&T; Janet Van Hyusse, Head of Leadership Development and Inclusion, Twitter; and Anna Walker, Senior Director of Global Government Affairs, Levi Strauss & Co. After each company's presentations,



attendees sat in on two small roundtable discussions where they learned the details for implementing each model practice at their own organization. Jim Wunderman, CEO of Bay Area Council closed the forum by speaking about the next event in the 21st Century Workplace Series, taking place on March 18, 2014, which the Department is co-sponsoring.

Very special thanks to Elizabeth Laferriere and Tara Gamboa-Eastman for their tireless efforts to ensure a fantastic event. I also want to thank the rest of my staff for contributing their energies on the day of the event.

B. UN Commission on the Status of Women

1. Parallel Sessions

I am very pleased to report that Department staff and Commissioners will be participating in 3 parallel sessions of the UN Commission on the Status of Women in New York in March.

Policy Fellow Iris Wong will participate in the March 10 panel entitled "Basic Education Challenges in Facilities, Curriculum, and Resources: How People-to-People Philanthropy Can Transform Lives" hosted by the Kasimu Education Fund.

Commissioner Amy Ackerman and I will participate in the March 12 panel "How to Enact, Implement CEDAW Locally: Lessons from SF, the 1st City for CEDAW."

President Nancy Kirshner-Rodriguez and I will participate in the March 13 panel "Strategies in the War Against Human Trafficking: Lessons from Peru, San Francisco, and Beyond."

I am very pleased to report that the First Lady of San Francisco Anita Lee plans to join the San Francisco Bay Area delegation for part of the week.

2. Orientations for San Francisco Bay Area Delegation

On January 24, the Women's Intercultural Network organized an event focused on "Demystifying the UN Commission on the Status of Women," not only to orient delegates headed to the UN in March, but also to educate members of the public. The event was held at the beautiful Lone Mountain Campus of the University of San Francisco, courtesy of a new collaboration our Department has with Vice Provost Mary J. Wardell-Ghirarduzzi who attended our CEDAW Luncheon last fall. I gave a brief presentation on the "Cities for CEDAW" campaign (see below). President Kirshner-Rodriguez, Commissioner Ackerman, and Senior Gender Advisor Ann Lehman also attended. Special thanks to Policy Fellows Iris Wong and Tara Gamboa-Eastman for their assistance in preparing for the event.

On February 20, we hosted as final orientation event in the Mayor's Conference Room at City Hall for the San Francisco Bay Area delegates headed to the UN in March. Ms. Wong and Ms. Gamboa-Eastman both put in considerable time developing a delegate's handbook and important background materials. About 15 of the 35 total delegates attended, including President Kirshner-Rodriguez.

3. "Cities for CEDAW"

As part of our participation in the UN-related meetings, we will be launching a "Cities for CEDAW" Campaign to encourage cities across the country to adopt local ordinances modeled after the 1998 San Francisco CEDAW Ordinance. Marilyn Fowler of the Women's Intercultural Network has tapped her state-wide and national network to be in touch with mayors from across the country. The campaign will go through the calendar year, into next year, and conclude in June when San Francisco hosts the U.S. Conference of Mayors.

C. Holy Names University Social Justice Forum

On Saturday, February 15, I was an invited speaker to the Holy Names University Social Justice Forum. I spoke to a group of 30 women, including university students and women active in the faith community, to discuss the Department's work, with the assistance of Ms. Wong.

II. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

Our VAW Partner Agencies continue to provide vital violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. To date, our Violence Against Women Partner Agencies have spent just over \$1.8M or 55% of grant funding.

B. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

As part of the ongoing Citywide Fiscal and Compliance Monitoring Committee work City departments are in the process of conducting site visits, and reviewing self-assessments of non-profits. Approximately 200 non-profit contractors will undergo a self-assessment or site visit as part of the Citywide monitoring efforts. Associate Director Carol Sacco has conducted site-visits of La Casa de las Madres and Asian Pacific Islander Legal Outreach and will also be the lead for Arab Cultural and Community Center and Mujeres Unidas y Activas. Ms. Sacco will also participate in the monitoring of a number of shared non-profit contractors. Issues and areas identified as requiring additional follow-up should identified with plans to address issues should be in place, and in be completed by May. All of the Departments funded Partner Agencies will either undergo a site visit or self-assessment this fiscal year.

C. Justice & Courage Oversight Panel

On behalf of the Housing Committee, Ms. Kandel worked with a group of other domestic violence legal advocates to assemble a set of domestic violence-related comments which will be presented to the San Francisco Housing Authority, in connection with their upcoming Annual Plan process. These comments focus on new federal requirements contained in the most recent version of the Violence Against Women Act.

The next meeting of the Justice & Courage Oversight Panel is scheduled for 9 – 11 am, Wednesday, April 30 at City Hall, Room 408.

D. Domestic Violence Bench Card for Family Court

On January 27, 2014, Minouche Kandel presented at the monthly meeting of the Family Law Section of the San Francisco Bar Association on a Domestic Violence Bench Card that could be developed for judges hearing domestic violence restraining orders in Family Court. The Presiding Judge of the Family Court was present and agreed that such a Bench Card would be useful, and Ms. Kandel will be drafting one (modeled on a similar card being used in San Mateo County).

E. Human Trafficking

1. San Francisco Collaborative Against Human Trafficking (SFOAHT)

a. Teen Poster Contest

The Department has been busy distributing copies of the winning poster of the Teen Poster Contest. Five hundred posters have been distributed and we are on our second printing. The San Francisco Unified School District distributed to all high school Wellness Centers and social workers, and we mailed copies to all private and parochial high schools in San Francisco. The Juvenile Probation Department has also taken several copies. The San Francisco International Airport requested permission to distribute the poster to 100 of its vendors at the airport.

The official SB 1193 anti-trafficking poster being used by Alameda, San Mateo, and San Francisco counties has been approved and is in print. We have identified over 700 businesses/agencies in San Francisco that must post the notice, and will be mailing it out to them in late February or early March. On April 5, 2014, in collaboration with allies in San Mateo County and Alameda County, we will organize a Cross Bay Community Day of Action to check on businesses who are supposed to display the notice.

I want to acknowledge the tremendous work of Policy Fellow Iris Wong in putting together the poster contest and to Policy Director Minouche Kandel for leading the charge on advancing compliance with the new state law.

b. Closing Ceremony for Human Trafficking Awareness Month

SFOAHT, in collaboration with the Jewish Coalition to End Human Trafficking, closed Human Trafficking Awareness Month by presenting a panel on eliminating demand for child sex trafficking and awarding this year's Modern Day Abolitionist Awards. The panel entitled "Discouraging Demand" covered new research on the demand for prostitution, the intervention provided by San Francisco's First Offender Prostitution Program which has become a model nationally and internationally, as well as Alameda County's successful efforts to reduce demand.

Supervisor Katy Tang, who authored the resolution to mark Human Trafficking Awareness Month 2014 at the Board of Supervisors, presented awards to the winners of this year's Modern Day Abolitionist Award, which is given out annually to San Francisco Bay Area leaders who have demonstrated a commitment to creating a local and global community that values human life and

abhors practices that deny a person's right to live a life free from violence, exploitation, and slavery. A description of the awardees follows.

Genice Jacobs - Award for Advocacy. Ms. Jacobs is a community activist in Oakland who co-authored a resolution last year which prioritized commercially, sexually, exploited youth prevention and led to the creation of a human trafficking task force in the City of Oakland. She was also instrumental in the launch of Oakland's child sex trafficking billboard and bus shelter public awareness campaigns.

Diana Oliva-Aroche - Award for Government Policy. Under Ms. Oliva-Aroche's leadership, the San Francisco Mayor's Task Force on Anti-Human Trafficking took shape last year, and has already begun to take on such tasks as data collection and promoting compliance with a new state law requiring businesses to post anti-trafficking notices.

San Francisco Police Department Special Victim Unit's Human Trafficking Task Force (SVU-HT) - Award for Enforcement. Since its inception in 2011, the SVU-HT has continually strived to handle human trafficking cases with an innovative, interdisciplinary, and coordinated approach with a focus on understanding survivors' needs and victim protection.

The ceremony was accompanied by protesters, many of whom were sex workers, who objected to panel discussions on commercial sex without representatives of actual sex workers. Ms. Kandel and I provided protesters with our contact information for further discussion.

I want to acknowledge Policy Fellow Grace Fisher for her support in providing certificates to the honorees.

2. Demand Abolition Partnership

The Department is consulting with the District Attorney's Office, the Police Department, and SAGE, on a new grant awarded to them to fund an initiative focused on reducing demand for human trafficking. San Francisco was one of three cities in the country awarded this grant by Demand Abolition funded through the Hunt Foundation.

3. Mayor's Task Force on Anti-Human Trafficking

The Child Sex Trafficking Committee met on February 12, and agreed to recommend that the city identify funding for an emergency response to sexually trafficked children. This is the first concrete proposal to emerge from the Mayor's Task Force.

4. Outreach

On January 30, Ms. Kandel presented at a forum organized by the U.S. Department of Health & Human Services Administration for Children & Families on their new guidance on Child Sex Trafficking. The event was attended by 50 people plus over 100 participated by phone.

On February 20, Ms. Kandel will present on child sex trafficking to fifty students in a class on child welfare at San Francisco State.

F. Family Violence Council

The Family Violence Council met on February 19, 2014. Highlights from the meeting were a presentation from the San Francisco Unified School District on their educational efforts around healthy relationships, and a presentation on the new Children's Advocacy Center.

G. Paid Family Leave

On February 12th, the Department cosponsored "Unfinished Business: History and Next Steps for California's Paid Family Leave (PFL) Law," a book event and conversation led by sociologist and labor expert Dr. Ruth Milkman. Dr. Milkman discussed the impact of CA's program with her audience of local and state advocates, legal rights experts, and other community members. The event closed with a dialogue around next steps for the coalition to take to ensure San Franciscans have access, and knowledge, of their work-life rights and opportunities. Since one of the major challenges of PFL has been that the people who need the law most do not know about it, much of the coalition's future work will focus on outreach and education. The Department is a leader in this coalition effort. Other event cosponsors included the CA Work & Family Coalition, the Healthy Mothers Workplace, UC Berkeley Labor Center, Legal Aid Society, and Equal Rights Advocates.

H. Department of Child Support Services Work Order

Ms. Kandel continues to participate in a working group at the Department of Child Support Services which is crafting a policy on protections for domestic violence survivors in a new parenting time project that DCSS is pursuing. Ms. Kandel helped draft a screening tool to be used to assess, and screen out, parents who are survivors of domestic violence.

I. Department of Justice, Office of Violence Against Women Grant

The Department partnered with the District Attorney's Office to submit a grant application to the U.S. Department of Justice Office of Violence Against Women Grants to Encourage Arrest Policies and Enforcement of Protection Orders Program. Grant awards will be made sometime before the fall. I want to recognize the hard work Fiscal & Policy Analyst Stephanie Nguyen put into this federal grant application, which is a monumental task.

J. One Billion Rising for Justice

Mayor Edwin Lee, Board of Supervisors President David Chiu, District Attorney George Gascón, Commission Vice President Andrea Shorter, Filipina Women's Network President Marily Mondejar, V-Day Executive Director Susan Celia Swan, and I joined with the Domestic Violence Consortium and community advocacy groups to speak out for justice and demand an end to violence against women and girls in our communities on Friday, February 14 at City Hall. Attendees of this community event were asked "what does justice looks like" and were inspired to rise up, dance and take action to create an equitable society. apl.de.ap of The Black Eyed Peas, DJ Silvia, Dancing without Borders, Gabriela, Oshaku, and the Ruth Asawa, School of the Arts Taiko Drummers were prominently featured, as were individuals speaking of surviving and healing from violence. The community event was held on the steps of City Hall, and was attended by over 1,000 people.

Special thanks to Executive Coordinator Cynthia Vasquez and Ms. Sacco, both of whom took care of many details to ensure a successful event. Thanks to all staff who helped out on the day of the event.

Ms. Kandel has helped to plan, along with the District Attorney's Office and the Justice & Diversity Center of the Bar Association of San Francisco, the first ever free legal clinic for survivors of domestic violence and sexual assault, which will be held on March 1, 2014 at Hastings College of the Law. Attorneys will be on hand to give advice on family, immigration, consumer, housing, employment, public benefits, and other civil litigation matters.

III. Human Rights of Girls in Education and Social Services

A. Girls – No report.

IV. Outreach

A. Women's History Month

March is nationally recognized as Women's History Month and the Commission and Department on the Status of Women are proud to once again celebrate this month with the Mayor and Board of Supervisors on Tuesday, March 4, 2014, 3:30 pm. The theme for the 2014 Women's History Month is *"Celebrating Women of Character, Courage, and Commitment."* We have asked the Mayor and Members of the Board to identify leaders who have led the way, who have demonstrated courage – the fortitude of spirit; character – the internal compass to drive that spirit; and, commitment – the dedication to values and obligations, within their own advancement, as well as that of others. We will celebrate these honorees at the Board of Supervisors regularly scheduled meeting on Tuesday, March 4, 3:30 pm, in the Board's Legislative Chambers, Room 250. City Hall, Second Floor, followed by a reception in Room 201 hosted by the Friends of the Commission on the Status of Women. We are working with the Mayor's Office and District Attorney's Office to identify individuals they will each recognize at the reception.

V. Department Budget & Administration

A. Budget

Thanks to the recent vote by the Commission, the budget was submitted to the Mayor's Office by the February 21 deadline. Kudos to Ms. Nguyen who spent many long hours mastering a new and challenging budget submission process.

B. Staffing

After many years of service, Ann Lehman concluded her tenure at the Department on February 14 to pursue other opportunities. We thank her for her many contributions over the years, which will be acknowledged at the March Commission meeting.

IV. Calendar

Meetings of the Commission (COSW) and Department are in italics. Events are in San Francisco unless noted.

<i>Wed., Feb. 19</i>	<i>Family Violence Council, 3-5 pm; 400 McAllister Street, Room 617</i>
<i>Wed, Feb 26</i>	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
<i>Sat, Mar 1</i>	<i>Violence Against Women Legal Clinic, 12N-1:30 pm, Hastings College of the Law, 198 McAllister Street, San Francisco</i>
<i>Tues, Mar 4</i>	<i>Women's History Month, City Hall, Board of Supervisors Chambers, 3:30 pm; Reception to follow in Room 201.</i>
<i>March 8-14</i>	<i>United Nations Commission on the Status of Women Meetings</i>
<i>Tue, Mar 18</i>	<i>"Gender Partnership: The Economic Imperative for the 21st Century" Conference, co-sponsored by the Bay Area Council and Gender Allies, 1 – 5 pm, location TBA</i>
<i>Wed, Mar 26</i>	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
<i>Wed, April 23</i>	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
<i>Wed, April 30</i>	<i>Justice & Courage Oversight Panel, 9 – 11 am, City Hall, Room 408</i>
<i>Wed., May 21</i>	<i>Family Violence Council, 3– 5 pm; 400 McAllister Street, Room 617</i>
<i>Wed, May 28</i>	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
<i>Wed, June 25</i>	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
<i>Wed., Aug. 20</i>	<i>Family Violence Council, 3-5 pm; 400 McAllister Street, Room 617</i>
<i>Wed., Nov. 19</i>	<i>Family Violence Council, 3-5 pm; 400 McAllister Street, Room 617</i>



*San Francisco Commission on the Status of Women
Resolution Recognizing the 2014 Women's History Month Honorees*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, March is nationally recognized as Women's History Month and this year's theme of "Celebrating Women of Character, Courage and Commitment" recognizes that women's achievements are integral to the fabric of our history, and, with this theme, we acknowledge those who had demonstrated courage – the fortitude of spirit; character – the internal compass to drive that spirit; and, commitment – the dedication to values and obligations, and we recognize those who have led by example and paved the way for others; and,

WHEREAS, On March 4, 2014, in a ceremony organized by the Department on the Status of Women, 13 distinguished women of San Francisco will be honored by the Mayor, members of the City and County of San Francisco Board of Supervisors, and the District Attorney's Office; and,

WHEREAS, Each of these 13 women have dedicated themselves to improving their communities through countless hours of exceptional service, heartfelt personal interactions, and deeds of kindness which are often unacknowledged;

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women applauds *FIRST NAME LAST NAME* as a distinguished honoree of the 2014 Women's History Month celebration of the City and County of San Francisco.

Nancy Kirshtner-Rodríguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
February 26, 2014*



San Francisco Commission on the Status of Women Resolution Recognizing Catherine Rauschuber

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues, and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, In October 2013, San Francisco became the first city in the nation to pass a Family Friendly Workplace Ordinance, endowing eligible workers in San Francisco with the right to request flexibility or predictability in their work arrangements in order to meet family care obligations including that for a child, a family member with a serious health condition, or a parent over the age of 65; and,

WHEREAS, This innovative family-friendly policy reflects the changing needs of our City's demographics and continues in the tradition of this Department's commitment to advancing gender equity in the workplace through its innovative public-private collaborative, the Gender Equality Principles Initiative; and,

WHEREAS, This Ordinance was drafted with significant input and backing from community leaders and businesses, but would not have been possible without the dedication, outreach, and ongoing support of President of the Board of Supervisors David Chiu and his committed staff with particular leadership and insight from Catherine Rauschuber, legislative aide and experienced policy analyst;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women commends Ms. Rauschuber for her exemplary leadership in developing and advocating for the Family Friendly Workplace Ordinance, and ensuring our city continues to attract and retain a diversity of working families.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
February 26, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing Lisa Hoffman*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Lisa Hoffman, an established expert in her field, devoted more than three decades to public safety emergency communications, earning the California Chapter of the National Emergency Number Association's Bill McMurray Award for Excellence in 2014 in recognition of her contributions to the 9-1-1 profession; and,

WHEREAS, Since 2007, she has led the Emergency Communications Division as the Deputy Director for the San Francisco Emergency Management Department, which has become one of city's departments with the most women in leadership roles due to Ms. Hoffman's commitment to gender equality; and,

WHEREAS, As a member of the Justice and Courage Oversight Panel for Domestic Violence Policy Reform and the Family Violence Council, she has facilitated inter-departmental communication and improved policies and procedures, such as ensuring that all 911 tapes are provided to relevant Departments within 24 hours and creating special codes for domestic violence and stalking to expedite an effective response; and,

WHEREAS, As part of the Justice and Courage Audit Implementation Committee, Ms. Hoffman was responsible for the reform of the Premise Hazard Warning System, which transformed an ad hoc messaging system to a computer-based automatic notification system, vastly improving protections to first responders of domestic violence calls;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation of Lisa Hoffman for her extraordinary career dedicated to public safety, her leadership on advancing women's human rights, and offers its best wishes upon her retirement.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
February 26, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing Talitha Guinn*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Talitha Guinn has demonstrated an exceptional commitment to social service and public health and safety issues, focusing her efforts in particular on services for, and the prevention of, elder abuse; since 2007, has served as Program Manager and Director of Elder Abuse Prevention at the Institute on Aging, Co-Chair of the Family Violence Council, Steering committee member for the California Elder Justice Coalition, member of the Elder Death Review Team, as well as other significant professional affiliations; and,

WHEREAS, Among her countless contributions to the field, Ms. Guinn co-developed 368+, an innovative and widely used smartphone application designed to assist first responders in dealing with elder abuse; created and piloted the Access to Justice project to cross-train social work and civil law experts on elder financial abuse; has provided elder abuse awareness trainings to professionals and to the general public, educating over 1800 people in the last two years; and,

WHEREAS, She has been a clear and articulate public voice for this population, speaking at various conferences and providing interviews to a number of news outlets including KTVU and the Huffington Post in support of elder rights and protection, and has served as editor of the Journal of Elder Abuse and Neglect, as well as a contributing editor to the Comprehensive Report on Family Violence in San Francisco in 2011; and,

WHEREAS, Ms. Guinn has been a passionate and untiring leader, who has used her talents and skills to advocate for the vulnerable and underserved; a colleague and friend who will be truly missed by her peers at the Department and the Commission;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Talitha Guinn for her dedicated service to the aging and elder communities of San Francisco, and wishes her continued success in her next endeavor.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

February 26, 2014



*San Francisco Commission on the Status of Women
Resolution Recognizing Aimee Allison*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Aimee Allison came to the Department on the Status of Women to serve in a vital new position as Director of Media & Community Relations and ensured that the Department was able to communicate effectively and strategically to the public about our work; and,

WHEREAS, Ms. Allison made a significant contribution to advancing the Department's work on human trafficking; first, by leading the planning and execution of the 2013 Child Sex Trafficking Conference sponsored by the San Francisco Collaborative Against Human Trafficking; second, by producing a powerful, original video, "Child Sex Trafficking: A San Francisco Survivor's Story," which put the Department on the YouTube map with over 2,700 views and will continue to be employed as a training tool not only for city officials but also members of the public; and,

WHEREAS, Her outstanding organizing efforts resulted in the 5000 "risers" of One Billion Rising 2013 being amplified throughout the San Francisco Bay Area in the historic dance action to end gender violence globally which was conducted with Mayor Edwin Lee and the elected and appointed family, numerous service providers for women survivors of violence, and a sea of supporters, on the steps of San Francisco City Hall; and,

WHEREAS, Her leadership on the proposed 5th UN World Conference on Women and as delegation leader for the 2013 UN Commission on the Status of Women meetings was always inclusive and empowering of all those whom she engaged; and, as a veteran herself, she enabled us to connect to women veterans organizations; and helped us think big and dream big, while also setting a new standard for fashion and style at the Department;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Aimee Allison for her dedicated service to the Department on the Status of Women, and wishes her continued success in her next endeavor.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

February 26, 2014

COSW Meeting Information - February 26, 2014 - Meeting Minutes

COSW Meeting Information - February 26, 2014

COMMISSION MEETING MINUTES

Wednesday, February 26, 2014

4 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Members Present

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Alicia Gamez

Commissioner Mary Jung

Commissioner Julie D. Soo

Staff Present

Executive Director Emily M. Murase, PhD

Associate Director Carol Sacco

Fiscal & Policy Analyst Stephanie Nguyen

Women's Policy Director Minouche Kandel

Senior Grants Administrator Carol Sacco

Commission Secretary Cynthia Vasquez

Gender Equality Principles Program Manager Elizabeth Laferriere

Excused: Vice-President Andrea Shorter

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez called the meeting to order at 4:09pm.

Action: To approve the meeting agenda.

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m/s/c (Soo/Gamez/Unanimous)

II. APPROVAL OF MINUTES

Commissioners reviewed the draft minutes from January 22. Commission Secretary Cynthia Vasquez reported that the February 20 Commission minutes will be available for approval at the March 26 Commission meeting.

Commissioner Soo requested that the January 22 minutes reflect her recommendation to include monitoring of childcare to the strategic plan and the fact that the Commission did not incorporate it as a specific goal as other Departments are charged with that function.

Commissioner Gamez requested that edits to the minutes be submitted beforehand and included in the final draft minutes that are up for Commission approval.

Action: To approve the amended minutes from January 22, 2014.

m/s/c (Ackerman/Soo/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Dr. Murase reported on the On January 30 Gender Equality Principles Initiative event "Honoring Progress: The 2013 Gender Equality Practices." The conference brought together more than 110 participants for an in-depth conversation around the implementation and direction of gender-responsive workplace policies. Dr. Murase recognized Women's Senior Gender Advisor Ann Lehman, Legislative Director Elizabeth Laferriere, and Department Fellow Tara Gamboa-Eastman for their tireless efforts to ensure a successful event.

Dr. Murase reported that the February 14 One Billion Rising event was a huge success. There were over 3,000 participants including elected official, Department Heads, Partner Agencies and the general public who participated in this inspiring event to rise against violence against gender violence. Dr. Murase reminded Commissioners of the free legal clinic for survivors of domestic violence and sexual assault, scheduled for March 1, 2014 at Hastings College of the Law.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

m/s/c (Soo/Ackerman /Unanimous)

- A. Resolutions Recognizing the 2014 Women's History Month Honorees
- B. Resolution Recognizing Catherine Rauschuber
- C. Resolution Honoring Lisa Hoffman on her Retirement
- D. Resolution Honoring Talitha Guinn
- E. Resolution Recognizing Aimee Allison

Dr. Murase reminded the Commissioners of the annual Women's History Month Celebration that will take place at the Board of Supervisors meeting on March 4 at 3:30 pm with a reception to follow hosted by the Friends of the Commission.

Legislative Director Elizabeth Laferiere read a statement on behalf of Sharan Terman and Julia Parish of the Legal Aid Society thanking Catherine Rauschuber for her leadership on the Family Friendly Workplace Ordinance, authored by President of the Board of Supervisors David Chiu.

Ms. Rauschuber thanked the Commission and President David Chiu for their recognition and looks forward to continuing to work with the Department. Dr. Murase recognized Ms. Rauschuber as previously serving as the budget analyst for the Department.

Judson True, Aide to President David Chiu, recognized the work of Ms. Rauschuber and expressed what great work she has done. Mr. True explained that women leaders such as Ms. Rauschuber provide a critical perspective on

public policy issues.

Dr. Murase announced that Lisa Hoffman from the department of Emergency Management will be retiring on April 11. Ms. Hoffman was a part of many reforms at the Department of Emergency Management, including tracking bilingual officers in order to provide language assistance to limited English speaking victims.

Dr. Murase recognized Talitha Guinn for her leadership as a tri-chair of the Family Violence Council.

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked Ms. Rauschuber for her wonderful work on behalf of the women of San Francisco. Ms. Upton also expressed what great leadership and knowledge Ms. Guinn brought to the Family Violence Council. Ms. Guinn also help create an app for police officers to access a guide for elder and dependent adult abuse.

Commissioner Soo expressed her concern over the deficiencies of the Language Line, which provides translation services over the phone. Commissioner Soo recognized the progress the Family Violence Council has made over the last 3 years.

Dr. Murase recognized former Media and Community Affairs Director Aimee Allison for her in connecting he Department with various media outlets during her time at the Department. Commissioners expressed what a great pleasure it was to work with Ms. Allison on various projects. Commissioner Soo congratulated Ms. Allison for being a regular panelist on the local PBS program hosted by Thuy Vu.

Ms. Allison expressed her gratitude to the Commission and Department. Ms. Allison explained that in her new role she is supporting women in leadership and will continue to partner with the Commission.

V. NEW BUSINESS

A. 2014 Violence Against Women (VAW) Community Needs Assessment Request for Proposals (RFP)

Fiscal and Policy Analyst Stephanie Nguyen provided overview of the 2014 VAW Needs Assessment. This project

is for the period beginning March 10, 2014 to June 30, 2014 and for the amount of \$60,000.

The main objectives are:

1. Implement an assessment of service needs for survivors of violence against women in San Francisco;
2. Identify priority service populations and programmatic needs for at-risk communities and survivors of domestic violence, sexual assault, and human trafficking in San Francisco; and
3. Produce a final needs assessment report of the research findings and present the findings to currently Department-funded VAW Partner Agencies and the Commission on the Status of Women.

Ms. Nguyen summarized the application and review panel process. Ms. Nguyen reported that only 1 proposal (submitted by ETR Associates) met the eligibility requirements. Ms. Nguyen reviewed the research design which includes conducting interviews with Partner Agencies, their clients, and other service providers.

Dr. Murase recognized Ms. Nguyen, Associate Director Carol Sacco, and Women's Policy Director Minouche Kandel for developing the RFP and assisting with the review process.

Commissioner Ackerman expressed her concern over having just one application eligible for this contract. Dr. Murase explained that the funding for this project was very limited and there were many constraints in regards to who could apply. Only non-profit organizations, not individual consultants, were eligible.

Ms. Nguyen explained that many companies inquired about applying but due to the vigorous requirements, the scope of work, and limited funding, many of those companies declined to apply.

Commissioner Soo asked if interpreters will be provided for the interviews that will be conducted with clients as some are limited English speakers. Ms. Nguyen explained that given the very limited funding, this was not part of the initial grant application. However, the Department was in the process of identifying additional funds for professional interpretation.

Action: To award the Needs Assessment contract to ETR Associates.

m/s/c (Kirshner-Rodriguez/Soo/Unanimous)

VI. Reports

A. Human Trafficking

Commissioner Soo recognized the leadership of Women's Policy Director Minouche Kandel on this issue. Commissioner Soo reported that the San Francisco Collaboration on Human Trafficking (SFCaHT) held a strategic planning retreat in February was working to develop a sustainable future for SFCaHT. The Department will also be distributing posters for SB 1193, which requires businesses that serve alcohol to post human trafficking notices in several languages. On April 5, there will be a regional "Day of Action" to check required businesses have signs posted and to provide posters to those who are not compliant.

Commissioner Soo reported that in her role as Co-Chair of the St. Francis Memorial Hospital Board, she is currently working to get hospitals and churches to become safe sanctuaries for human trafficking victims.

B. Gender Equality Principles Initiative

Commissioner Ackerman recognized the Department for the success of the Gender Equality Challenge event "Honoring Progress," held on January 30. The energy was incredible and the turnout was great. There were many representatives from various companies and organizations that added to the richness of information-sharing. Commissioner Soo recommended having the Duanne Morris Women's Initiative Group share their practices with the Gender Equality Principles participants.

C. Family Violence Council

Women's Policy Director Minouche Kandel reported that the Police Department is starting to use a training video for officers on how to handle limited English speaking victims of domestic violence, elder abuse and or child abuse. Commissioner Soo urged that officers be trained about various visas available to victims of violence.

Dr. Murase reported that she attended the opening of the Children's Advocacy Center which is a wonderful facility that includes a health center, a wellness center, a children's advocacy center, and provides a warm environment for families.

D. One Billion Rising

Dr. Murase reported that the Mayor has committed to supporting this event next year. Dr. Murase recognized the contributions of various organizers and planning committees, which included some Partner Agencies, to the success of this event.

E. General Commission Business

Commissioner Soo expressed her disappointment that monitoring childcare was not included in the strategic plan at the January Commission meeting. Commissioner Soo hopes it can be reconsidered for the next strategic plan.

VII. PUBLIC COMMENT

Beverly Upton of the Domestic Violence Consortium thanked the Commission for its tireless leadership on behalf of the Partner Agencies.

Elizabeth Kirtan, Executive Director of Asian Women's Shelter, thanked the Commission for its leadership.

Katharine Berg, Associate Director of La Casa de las Madres, thanked the Commission for the awareness it brings to services for women who are victims of violence.

Jill Sawisza, Executive Director of WOMAN, Inc., thanked the Commission and Department for their support during a time of leadership transition.

Roberta Guise with the American Association of University Women (AAUW), announced that AAUW will be celebrating 130 years of service on March 22. The Commission will recognize this milestone at the March Commission meeting.

VIII. CLOSED SESSION

A. Public comment on all matters pertaining to the Closed Session.

No public comment.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

Action: Motion to move into closed session.

m/s/c (Ackerman/Soo /Unanimous)

C. Open Session

Action: Motion not to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

m/s/c (Soo/Ackerman /Unanimous)

IX. ADJOURNMENT

Adjourn the meeting in memory of Isabel Huie and Paul Weiland.

Action: To adjourn the meeting.

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices.

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Lobbyist Registration and Reporting Requirements

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: sfgov.org/ethics.

COSW Meeting Information - March 26, 2014 - Meeting Agenda

COSW Meeting Information - March 26, 2014

REVISED COMMISSION MEETING AGENDA

Wednesday, March 26, 2014

4 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Roster:

President Nancy Kirshner-Rodriguez

Vice President Andrea Shorter

Commissioner Amy Ackerman

Commissioner Alicia Gamez

Commissioner Mary Jung

Commissioner Julie D. Soo

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Total Estimated Meeting Time: 1 hour 43 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES ACTION (2 min.)

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES ACTION (5 min.)

Explanatory document – Draft Minutes from February 20 and 26, 2014.

Action: To approve draft minutes from February 20 and 26, 2014.

III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

A. Executive Director's Report (10 min.)

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

A. Women in Dialogue – In Defense of Prostitute Women's Safety (15 min.)

Project Coordinator Rachel West will provide an update on changes to the California Victim Compensation Regulation.

IV. CONSENT AGENDA ACTION (30 min.)

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

- A. Resolution Honoring the 100th Anniversary of the Mary Elizabeth Inn**
- B. Resolution Recognizing Ann Lehman**
- C. Resolution Recognizing Marianne Barrett for Child Abuse Prevention Month**
- D. Resolution Recognizing the 130th Anniversary of the American Association of University Women**
- E. Resolution on the Recommendations for the Children's Amendment Renewal**
- F. Resolution Recognizing the Need for Increased Funding for Paid Family Leave Outreach**

V. NEW BUSINESS

A. United Nations Presentation (10 min.)

Legislative Director Elizabeth Laferriere will report back on US compliance under the ICCPR (International Covenant on Civil and Political Rights).

B. Gender Analysis of Commissions and Boards (10 min.)

Department Fellow Iris Wong will provide a report on the 2013 Gender Analysis of Boards and Commissions.

VI. Reports DISCUSSION (15 min.)

Commissioners can report on activities related to the work of the Commission.

A. Human Trafficking President Kirshner-Rodriguez

B. CEDAW Commissioner Ackerman

C. General Commission Business Commissioners

VII. PUBLIC COMMENT DISCUSSION (5 min.)

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

VIII. ADJOURNMENT ACTION (1 min.)

Adjourn the meeting.

Action: To adjourn the meeting.

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AMERICAN MEDICAL ASSOCIATION
PUBLISHED WEEKLY
CHICAGO, ILL., U.S.A.

Subscription price, Five Dollars Per Annum in Advance.
Single Copies, Fifteen Cents.

Entered as Second-Class Matter, May 2, 1882, under Post Office
No. 383, Post Office at Chicago, Ill., under special

permission of Post Office and General Department.
Acceptance for mailing at special rate of postage provided for in

Post Office Department October 3, 1917, authorized on July 16, 1918.
Postage paid at Chicago, Ill., and at additional mailing offices.

Postmaster: Send address changes in this journal to THE JOURNAL OF THE
AMERICAN MEDICAL ASSOCIATION, 535 North Dearborn Street, Chicago, Ill.

Copyright, 1919, by American Medical Association
Printed at the Chicago Press and Publishing Co., Chicago, Ill.

Volume 30, Number 1, January 7, 1919

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-
RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Wednesday, March 26, 2014

4-6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present

President Nancy Kirshner-
Rodriguez
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Mary Jung
Commissioner Julie Soo

Staff Present

Executive Director Emily M. Murase, PhD
Associate Director Carol Sacco
Fiscal & Policy Analyst Stephanie Nguyen
Women's Policy Director Minouche Kandel
Senior Grants Administrator Carol Sacco
Commission Secretary Cynthia Vasquez
Gender Equality Principles Program Manager
Elizabeth Laferriere
Policy Fellow Iris Wong

Excused: Vice-President Andrea Shorter

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez welcomed everyone all called the meeting to order at 4:14 pm.

Action: To approve the meeting agenda.

m/s/c (Soo/Jung/Unanimous)

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II. APPROVAL OF MINUTES

Action: To approve draft minutes from March 26, 2014.

m/s/c (Ackerman/Soo/Unanimous)

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III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director's Report

Dr. Emily Murase directed Commissioners to her written report. She briefly highlighted the following events.

- March 1: As part of One Billion Rising, the Department, the District Attorney's Office and the Justice & Diversity Center of the Bar Association of San Francisco at Hastings College of the Law coordinated a successful free legal clinic for survivors of domestic violence and sexual assault.
- March 4: In partnership with the Board of Supervisors, the Commission, the Department, and the Friends of the Commission on the Status of Women held the annual Women's History Month celebration honoring women leaders in the community. On March 25, at a reception held on the Mayor's Balcony, Mayor Lee recognized his honorees for Women's History Month, Lynne

Benioff, UCSF Foundation Board of Directors, Susan Desmond-Hellmann, MD, MPH, Chancellor of University of California San Francisco, and Susan Celia Swan, Executive Director of V-Day. Dr. Murase recognized Associate Director Carol Sacco for her work on both of these successful events.

- March 9 - 7: Department staff led a delegation of 50 women leaders to New York City to participate in the 58th Session of the UN Commission on the Status of Women. In a video greeting, Mayor Edwin Lee announced the "Cities for CEDAW" Campaign and its goal to have 100 cities adopt local measures reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women by September 2015. The Department convened 3 parallel sessions, on CEDAW, human trafficking, and girls' education. Dr. Murase acknowledged the participation of President Nancy Kirshner-Rodriguez and Commissioner Amy Ackerman in the sessions. Department Fellows Tara Gamboa-Eastman and Iris Wong will provide a full report at the April Commission meeting.
- March 18: the Department, the Bay Area Council, and GenderAllies hosted Gender Partnership: The Economic Imperative for the 21st Century, designed to bring together leaders to create gender equitable workplace. Special guest Congresswoman Jackie Speier welcomed the audience of over 50 attendees. Dr. Murase recognized Policy Fellow Tara Gamboa-Eastman for her hard work organizing the success of the event.
- April 5: With the leadership of Women's Policy Director Minouche Kandel, the Department mailed 687 anti-human trafficking posters to certain businesses in San Francisco (e.g., bars, massage parlors, hospitals, transit stations) that are required to post them by state law. These were sent in advance of the April 5 Cross-Bay Community Day of Action to check on businesses who are supposed to display the notice. This Day of Action was conducted in collaboration with allies in San Mateo and Alameda Counties.

A. Women in Dialogue – In Defense of Prostitute Women's Safety

Project Coordinator Rachel West reported on the successful advocacy by her organization, in collaboration with other groups, to change the California Victim Compensation Regulation so that sex workers who are victims of crime can receive benefits. Until the recent change, sex workers were precluded from these benefits because they were deemed to be engaged in criminal activity. Following the change, 14 sex workers who were victims of rape and were previously denied compensation were able to receive benefits. Ms. West thanked the Department for its support and Commissioners recognized Ms. West for her leadership and that of other supporting organizations.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Commissioners removed the resolution on the recommendation for the Children's Amendment Renewal from the consent agenda in order to discuss the matter as a separate item.

Action: To approve the Consent Agenda without the resolution on the recommendations for the Children's Amendment Renewal.
m/s/c (Gamez/Ackerman/Unanimous)

- A. Resolution Honoring the 100th Anniversary of the Mary Elizabeth Inn
- B. Resolution Recognizing Ann Lehman
- C. Resolution Recognizing Marianne Barrett for Child Abuse Prevention Month
- D. Resolution Recognizing the 130th Anniversary of the American Association of University Women
- E. Resolution on the Recommendations for the Children's Amendment Renewal
- F. Resolution Recognizing the Need for Increased Funding for Paid Family Leave Outreach

Mary Elizabeth Inn Executive Director Dion Roberts introduced her Board Chair Mary Glide who is a descendant of the founder Lizzie Glide. Ms. Roberts thanked the Commission for the recognition, stating that the need for housing continues to increase.

Dr. Murase thanked Ann Lehman for many contributions to the Department including the City's passage of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the gender analysis of various City departments, and the creation of the Gender Equity Principles Initiative. Commissioner Ackerman thanked Ms. Lehman for her many years of service and explained that CEDAW would not have passed without the tenacity of Ms. Lehman and her vision for what a gender equitable world would be. President Kirshner-Rodriguez thanked Ms. Lehman for her service to the City. Ms. Lehman thanked the Commission and Board of Supervisors for their support. She explained that she was able to see, experience and participate in the many advances over the years. From participating in various taskforces and committees, to thinking creatively and the ability to create inventive models to implement and share. Ms. Lehman enjoyed her time at the Department. Working at the Department provided her the flexibility to be successful at work as well as be attentive to her family.

The following individuals provided public comment recognizing Ms. Lehman's tenure at the Department: Anu Menon, Aditi Mohapatra, Patricia Bovan-Campbell, Christine Lee, and Christine Falvey of the Mayor's Office who presented Ms. Lehman with a Certificate of Appreciation from the Mayor.

Dr. Murase explained that April is Child Abuse Prevention Month and that it was very fitting to recognize Assistant District Attorney Marianne Barrett who has demonstrated tremendous leadership, partnership and compassion in her work in the District Attorney's Child Assault Unit, and has contributed greatly to the work of the Family Violence Council and to helping survivors of violence. Ms. Barrett thanked the Commission for the recognition and acknowledged District Attorney George Gascon for allowing her to serve the families of San Francisco. Ms. Barrett, recognized, the various investigators, victim advocates, colleagues, community partners, City partners, her siblings, her mother, and her partner who were all present to support her.

The following individuals provided public comment recognizing Ms. Barrett's work. Carlos Sanchez, Beverly Upton, Kathy Baxter, Janet Hynes, and Sharon Woo of the District Attorney's Office who presented Ms. Barrett with a Certificate of Recognition from District Attorney George Gascon.

Cathy Corcoran, President of the San Francisco Branch of the American Association of University Women (AAUW) San Francisco Branch, thanked the Commission for the recognition. Ms. Corcoran explained how AAUW has a long history of hard work and success in advocacy, education, philanthropy and research to empower women and girls. Ms. Corcoran recognized Roberta Guise, the Co-Chair of Public Policy, who introduced an AAUW pamphlet on the gender pay gap. Jane Bernard-Powers, with Democratic Women in Action (DWIA), stated that it important to partner with organizations like the AAUW that are well-established.

Commissioners reviewed the resolution on the recommendations for the Children's Amendment Renewal. Commissioner Ackerman explained that the Children's Fund was created by setting aside 3% of local property tax revenues each year for children services. Unfortunately, girls' services were cut drastically in the latest round of funding allocations. Commissioners Ackerman and President Kirshner-Rodriguez have been working

very closely with the Girls Alliance to ensure that the discussion around the Children's Fund renewal includes the needs of girls.

Action: *To approve the resolution on the recommendations for the Children's Amendment Renewal m/s/c (Ackerman/Jung/Unanimous)*

V. NEW BUSINESS

A. United Nations Presentation

Legislative Director Elizabeth Laferriere reported on US compliance under the International Covenant on Civil and Political Rights (ICCPR), having returned from the 109th session of the United Nations Human Rights Committee (UNHRC) in Geneva, Switzerland where she presented on the Department's *Report on Sex-Based Discrimination in the American Workplace*. The report details inequities from pay gaps to inadequate child care that remain problems in American workplaces, as well as recommendations to address these. Normally filed by non-governmental organizations, this shadow report was the first to be submitted to the committee by a local government agency. Ms. Laferriere concluded her report with the following recommendations:

- Continue to hold the United States accountable by advocating for the federal FAMILY Act
- Support paid family leave in California.
- Maintain and enrich relationships with national women's rights organizations and experts.

B. Gender Analysis of Commissions and Boards

Department Fellow Iris Wong provided an overview of the *2013 Gender Analysis of Boards and Commissions*, a report that is required by San Francisco law every 2 years. Generally, the trends are positive. Most Commissions have gender parity, although some Commissions do not reflect the ethnic diversity of San Francisco as much as they should. This report is available on the department website.

Commissioner Amy Ackerman thanked Ms. Wong for her work on this report. Commissioners Ackerman recommended reporting on the number of employees connected to the respective Commissions and Boards. Commissioner Soo stated that each board or commission should have gender parity, and recommended adding the zip code of appointees as a measure of diversity. Dr. Murase reported that the Department will share the findings with the Mayor's Office and the Board of Supervisors..

VI. Reports

A. Human Trafficking

Commissioner Soo reported that the San Francisco Collaboration on Human Trafficking (SFCaHT) is undergoing a transition as the Department is having to focus its staffing on the Mayor's Task Force on Human Trafficking. The SFCaHT Steering Committee is reviewing the website and planning additional outreach to partners with a goal of holding a labor trafficking conference sometime this year.

B. CEDAW

Commissioner Ackerman reported that a full report on the "Cities for CEDAW" campaign will be provided at the April Commission meeting.

C. General Commission Business

President Kirshner-Rodriguez expressed how important it is to recognize the various collaborations and partnerships of so many strong women organizations.

VII. PUBLIC COMMENT

Robin Brasso of Democratic Women in Action expressed her concern about seniors living in poverty. Commissioner Soo suggested having a presentation by the Older Women's League at a future Commission meeting.

Dr. Murase introduced Archana Agarwal as the new fellow with the Friends of the Commission.

VIII. ADJOURNMENT

Adjourn the meeting in memory of Charlotte Berk and Florine Beverly Lerner. Meeting adjourned at 6:19 pm.

Action: To adjourn the meeting.

m/s/c (Soo/Ackerman/Unanimous)

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices.

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, April 23, 2014

4-6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie D. Soo

Total Estimated Meeting Time: 1 hour 56 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

10 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

5 min.

Explanatory document – Draft Minutes from March 26, 2014

Action: To approve draft minutes from March 26, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

A. Executive Director's Report

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

ACTION

10 min.

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Explanatory documents: Resolutions honoring the below-listed organizations and individuals

Action: To approve the Consent Agenda.

A. Resolution Recognizing Janet Morrison Menzies

GOVERNMENT
DOCUMENTS DEPT

V OLD BUSINESS

APR 24 2014

A. Children's Fund Renewal

SAN FRANCISCO
PUBLIC LIBRARY

15 min.

Girls Alliance Executive Director Emma Mayerson will provide an update on the status of including recommendations about the needs of girls in the Children's Fund renewal discussion.

VI. NEW BUSINESS

A. Gender Analysis of the Fire Department

15 min.

Fire Chief Joanne Hayes-White will provide an update on the 2011 gender analysis of the Fire Department examination.

B. UN Commission on the Status of Women 58 Presentation

15 min.

Department Fellows Iris Wong and Tara Gamboa-Eastman will provide a report on the Department's participation in the UN Commission on the Status of Women 58 meetings in New York.

C. Male Champions for Change

10 min.

Janet Morrison Menzies, who serves on the Secretariat for the organization "Male Champions for Change," started by the Australian Commissioner of Sex Discrimination Elizabeth Broderick, will provide a brief overview.

VII. Reports

DISCUSSION

15 min.

Commissioners can report on activities related to the work of the Commission.

A. Cities for CEDAW

Nancy Kirshner-Rodriguez

B. General Commission Business

Commissioners

VIII. PUBLIC COMMENT

DISCUSSION

10 min.

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings..

IX. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting.

Action: To adjourn the meeting.

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**EXECUTIVE DIRECTOR'S REPORT
April 23, 2014**

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Women and Girls' Human Rights

A. Gender Equality Principles

1. Engaging Women Veterans

Legislative Director Elizabeth Laferriere and Policy Fellow Tara Gamboa-Eastman are working with Swords to Plowshares (S2P) to develop a day-long networking and workforce training opportunity for women veterans in the Bay Area. This event was flagged as critical in S2P's community needs assessment which found that most female veterans are caregivers and mothers, and many are single. They report disproportionately high levels of under- and unemployment, and are all too often overlooked in spite of their skill-set. As women, they face additional hurdles along their career path.

This Saturday training will provide these women veterans with the tools and support they need to secure a good job. The morning session will include a panel of recruiters who will discuss what they look for in candidates, how to sell one's skills, and where to look for jobs. The afternoon session will include short workshops on building a resume, financial literacy, dressing for an interview, and so forth. S2P also seeks to connect women veterans with mentors. Ms. Laferriere is currently speaking with Gender Equality Council companies and others, such as Safeway and PG&E, about involvement in the training.

2. Follow-up on the Family Friendly Workplace Ordinance

Ms. Laferriere currently serves on Board of Supervisors President David Chiu's Workplace Scheduling Taskforce, a group consisting of advocates and business owners looking to discover solutions to lacking predictability in many San Franciscans work schedules. Ms. Laferriere will be contributing policy recommendations as well as helping to draft taskforce conclusions.

Staff is also working with the Office of Labor Standards Enforcement (OLSE) to develop an outreach and evaluation plan for the Family Friendly Workplace Ordinance. Both departments are listed as the primary outreach partners in the ordinance language.

3. U.S. Department of Labor Summit on Working Families

The Department will also be participating in the regional Summit on Working Families taking place at the Milton Marks Auditorium on Tuesday, May 27. The focus of this event is to set an agenda for a 21st century workplace to be followed at the June White House Summit on Working Families.

B. Legislation

Staff is drafting an internal legislative strategy document which will outline the legislative priorities and process the department will follow going forward on all legislative matters at the local and state

level. This document is being constructed following conversations with the Mayor's office, department staff, and other policy stakeholders.

Supervisor Scott Wiener's hearing on Late Night Transportation offered Ms. Laferriere the opportunity to ensure that, going forward, San Francisco's late transit options were more gender-responsive. Ms. Laferriere spoke with his office to ensure that women's safety and ease of transport was a part of that conversation. She also reached out to the other members of the Land Use & Economic Development Committee to discuss how safe public transportation – consisting of reliable schedules, well-lit and accessible stations and operators who are trained to identify and act in dangerous situations – and gender-responsive conversations with ride-sharing operations is critical for women's freedom of movement, health, safety and economic independence. She will continue to stay involved in this matter.

As part of the CA Work and Family Coalition, staff has lobbied state and local bodies to support a new budget measure that would increase outreach funding around California's Paid Family Leave program. This July, California will celebrate the 10th anniversary of this critical law. This anniversary has shown that the state still has much work to do to ensure that this landmark law is implemented to the fullest extent. That will be impossible if the majority of Californians are not even aware of PFL. Indeed, research in 2011 showed that well under half of California respondents had "seen, read or heard" of the Paid Family Leave program. Awareness was lowest among the most disadvantaged communities, including those with the lowest household incomes (22.8%), Latinos/as (35.9%), African Americans (38.6%), and those individuals with a high school degree or less (28.5%).

C. Gender Analysis

Staff is working with the following departments to present their gender analyses to the commission in April and May: Fire Department (April), Department of Animal Care and Control (May) and Department of Children, Youth and Their Families (May).

II. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

Our VAW Partner Agencies continue to provide vital violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. To date our Violence Against Women Partner Agencies have spent approximately \$2.5M or 73% of grant funding.

Partner Agencies will be asked to complete Grant Plans and Budgets for the upcoming fiscal year, the final year of the current grant cycle. Funding levels are likely to remain the same as the current year. Grant Agreements will be in place for July 1 start date and commence June 30, 2015.

1. Community Needs Assessment

This month, ETR Associates completed a thorough review of extant literature related to domestic violence, sexual assault, and human trafficking, including but not limited to Department-generated resources and annual reports. Based on relevant scholarly publications, ETR created and launched a comprehensive survey to ascertain areas of programmatic strength and need. ETR is now in the process of outreaching to service providers, administrators, current and former clients, and at-risk populations for their invaluable feedback. The results of this study will significantly

inform the upcoming Violence Against Women Prevention & Intervention Grants Program Request for Proposals to be released later this year. Policy & Fiscal Analyst Stephanie Nguyen serves as the primary liaison to ETR, with the strategic support of Associate Director Carol Sacco and Policy Director Minouche Kandel.

2. Department of Justice, Office of Violence Against Women Grant

Last month, the Department submitted a request for a no-cost extension of the current federal grant issued by the Department of Justice Office of Violence Against Women. Thanks to the tireless efforts of Ms. Nguyen, this request was granted, enabling the grant collaborative to continue grant-funded activities through the end of Calendar Year 2014.

3. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

As part of the ongoing Citywide Fiscal and Compliance Monitoring Committee work, City departments are in the process of conducting site visits, and reviewing self-assessments of non-profits. Approximately 200 non-profit contractors will undergo a self-assessment or site visit as part of the Citywide Fiscal and Compliance monitoring efforts. Ms. Sacco has conducted site-visits of La Casa de las Madres, Asian Pacific Islander Legal Outreach (APILO) and the Arab Cultural and Community Center. Mujeres Unidas y Activas will complete a self-assessment. Associate Director Carol Sacco will also participate in the monitoring of a number of shared non-profit contractors. Issues and areas identified as requiring additional follow-up should identified with plans to address issues should be in place, and in be completed by May. All of the Department's funded Partner Agencies will either undergo a site visit or self-assessment this fiscal year.

B. Justice & Courage Oversight Panel

Graduate fellow Grace Fisher has gone through all of the Justice and Courage recommendations since 2002, and reviewed all interim reports and minutes to create a detailed matrix of which recommendations have been completed and which are outstanding. We are following up with each city department to get their feedback on the status of the recommendations. The next meeting is scheduled for Wednesday, April 30, 9 – 11 am, City Hall, Room 408.

Together with community advocates, staff and I met with Police Chief Greg Suhr on April 18 to discuss gaps in protections against elder abuse and a continuing concern about the impact of child protective services policies at the scene of domestic violence incidents that may discourage reporting.

C. Human Trafficking

1. Mayor's Task Force on Anti-Human Trafficking

Ms. Kandel staffed a meeting of the Child Sex Trafficking Committee of the Mayor's Task Force on Anti-Human Trafficking on April 9, 2014.

2. Cross-Bay Community Day of Action on Anti-Human Trafficking Enforcement

On April 5, 2014, Ms. Kandel worked with many staff to organize San Francisco's community day of action to visit businesses in San Francisco that are required to post a notice with the hotline of the National Human Trafficking Resource Center. A total of 33 volunteers visited 17 neighborhoods to educate bars, hospitals and urgent care centers about their obligation. This Day of Action was conducted in collaboration with allies in San Mateo and Alameda Counties.

3. **Amicus Letter for Child Sex Trafficking Case**

Ms. Kandel worked with the City Attorney's office to get permission for the Department to sign on to an amicus letter in support of a petition asking the California Supreme Court to take review of *In re Aarica S.*, an appellate case in which the Court refused to find that a 17 year old girl who had been arrested for prostitution was a victim of trafficking, based on the fact that she did not have a pimp at the time she was arrested. This case is one of the first to interpret Proposition 35, the CASE Act, which established new protections for trafficking victims, and amended the Evidence Code to prevent the use of evidence that a victim of human trafficking has engaged in commercial sexual activity if the commercial acts were a result of being trafficked. It will give the California Supreme Court the opportunity to reaffirm that, by definition, all minors who engage in commercial sexual activity are trafficking victims.

4. **Media Outreach**

As you know, Ms. Kandel co-authored two opinion pieces on sex trafficking this month. The first piece, co-authored with Ellyn Bell from SAGE, appeared in the Bay Guardian on March 25, 2014. The second piece, co-authored with Policy Fellow Kristin Snell, appeared in the Jewish weekly on April 4, 2014.

III. **Human Rights of Girls in Education and Social Services**

A. **Bay Area Alliance for Women and Girls**

I serve as a member of the Steering Committee for the newly formed Bay Area Alliance for Women and girls. We supported the April 10 San Francisco premiere of the short documentary film "PODER" about two Guatemalan school girls who were empowered to change policies in their rural community through a girl-focused initiative sponsored by Let Girls Lead, based in Oakland. Many thanks to Policy Fellow Tara Gamboa-Eastman for coordinating a Twitter livestream for the event.

B. **Children's Fund Renewal**

With the leadership of President Nancy Kirshner-Rodriguez and Commissioner Amy Ackerman, the Department and the Alliance for Girls have been highly involved in the community discussion around the language for the Children's Amendment which will be put on the November ballot. Supervisor Malia Cohen offered to champion the gender-responsive amendmen recommendations put forward by both stakeholders. In the current draft language, one guiding goal for the Children and Youth Fund will be to ensure children are provided with gender and culturally-competent services. The Department is continuing to work to ensure that this draft language makes it into the final version which will be completed in May. Ms. Mayerson of the Alliance for Girls will be updating the Commission further at the April meeting.

IV. **Outreach**

A. **Community Training/Outreach**

On April 3, 2014, Minouche Kandel gave a presentation on the work of the Mayor's Task Force on Anti-Human Trafficking, and showed Aimee Allison's video, as part of a webinar panel on Child Sex Trafficking organized for 20 participants in the Western States and Hawaii/Alaska by the federal Administration for Children & Families.

B. **San Francisco State University School of Social Work**

This past quarter, San Francisco State University School of Social Work Community Advisory Board members advocated for strategic growth of SF State's MSW program. The CAB and SSW

faculty will meet with the President of San Francisco State University on May 5th, 2014 to discuss SSW priorities and next steps. The next internal CAB meeting will held on Monday, April 28th, 2014 and will include a discussion to prepare for the meeting with the President in May.

V. Department Budget & Administration

A. Summer Interns at the Department

The Department received approximately 20 applications for the summer internship program. After careful review, 6 candidates were invited to interview, one applicant withdrew her application, and five were interviewed. We have offered an internship to all five, and expect to know by the end of the month. They will be in the office early June through mid-August and will work an average of 32 hours a week on a variety of projects with staff. Summer inters will be introduced at a future Commission meeting. I encourage you to stop by the office and meet them.

B. Budget

The Mayor's budget proposal will be released on or before June 1. The Department is slated to go before the Board of Supervisors Budget Committee on June 16.

C. Staffing

I am also working closely with the Department of Human Resources to fill the positions vacated by Ann Lehman and Cynthia Vasquez.

IV. Calendar

Meetings of the Commission (COSW) and Department are in italics. Events are in San Francisco unless otherwise noted.

Thur, April 24	San Francisco Conservation Corps – 31 st Anniversary Celebration, SF JazzCenter, 201 Franklin Street, For ticket and additional information please visit www.sfcc.org
Wed, April 30	<i>Justice & Courage Oversight Panel, 9 – 11 am, City Hall, Room 408</i>
Wed., May 21	<i>Family Violence Council, 3– 5 pm; 400 McAllister Street, Room 617</i>
Tues., May 27	Summit on Working Families, 1-4 pm, Milton Marks Auditorium, 455 Golden Gate Avenue
Wed, May 28	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
Sat, May 31	Homeless Prenatal Program's Open House – 25th Anniversary Celebration, 2500 18 th Street, For ticket and additional information please visit www.homelessprenatal.org
Wed, June 25	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
Wed, July 23	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
Fri, Aug 8	Gum Moon – Asian Women's Resource Center 30 th Anniversary Dinner, Additional details will be forthcoming
Wed., Aug. 20	<i>Family Violence Council, 3-5 pm; 400 McAllister Street, Room 617</i>
Wed, Aug 27	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
Wed, Sept 17	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>
Wed, Oct 22	<i>COSW Meeting, 4- 6 pm, City Hall, Room 408</i>

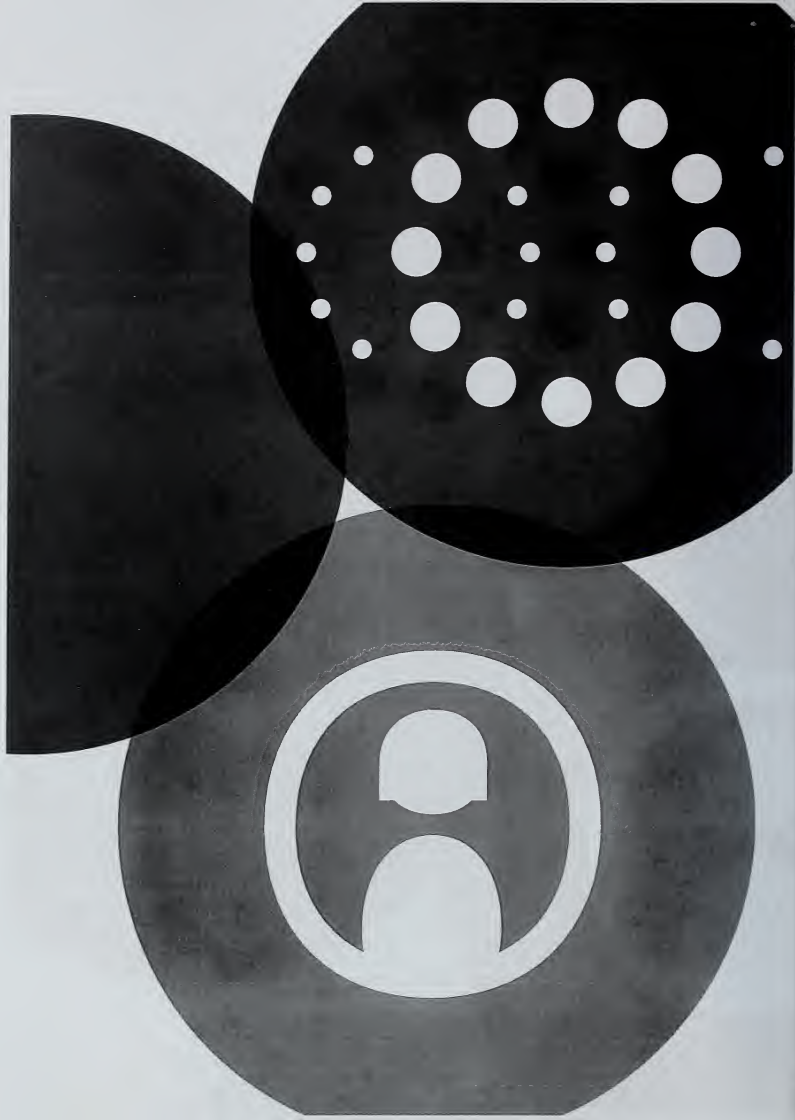
Wed., Nov. 19	Family Violence Council, 3-5 pm.; 400 McAllister Street, Room 617
Fri, Nov 21	COSW Strategic Planning Session, 8-4 pm, Location: TBD
Wed, Dec 17	COSW Meeting, 4- 6 pm, Location: TBD

The background features a complex abstract design. A large black circle in the upper left contains numerous white dots of varying sizes. Below it, a dark gray circle overlaps with a light gray circle. On the left side, there are white and gray concentric circular shapes. The text is positioned on a dark gray circular area on the right side of the page.

It starts
with us

The Leadership
Shadow

Chief Executive Women
Male Champions of Change





March 2014

It starts with us...

Chief Executive Women and the Male Champions of Change share a common goal: to make a significant and sustainable change to the low levels of women in leadership in Australia. We are working together to identify approaches, put them into practice and disseminate those that are successful.

One of our collaborations has resulted in a model called The Leadership Shadow which has now been trialled by a number of our members. The model suggests actions and behaviours that are most likely to support progress. It also recommends questions that can be asked as self-evaluation or feedback.

Changing our leadership approach requires focused attention and none of us claim to have all the answers. We do hope, however, that sharing the model and our experiences will stimulate thinking around how leaders can harness the talents of all.

The Leadership Shadow may help respond to the practical questions we have had from our peers and teams, particularly: 'Where do we start?'. The answer, we firmly believe, is: 'It starts with us.'

We look forward to hearing about your own experiences and progress.



Christine Christian
Non-Executive Director
President
Chief Executive Women



Simon Rothery
Chief Executive Officer
Goldman Sachs Australia and New Zealand
On behalf of the Male Champions of Change



Chief Executive Women

Women leaders enabling women leaders

Casting your leadership shadow

If we want our leadership to make a difference, we must understand our own impact—the shadow we cast. The challenge is that it is hard to see our own shadow—its shape, clarity and reach.

The path to lasting performance improvement on any priority—like gender balance—starts at the top. What we say; how we act; what we prioritise; and how we measure together determine what gets done (and what doesn't). These four elements make up the Leadership Shadow model, which allows you as a leader to consider whether the imprint of your words and actions is as clear and powerful as you want it to be.

In the following pages, we describe the model and how it might help achieve greater gender balance within organisations. For a number of us, the model has helped to identify blind spots and to prioritise action.

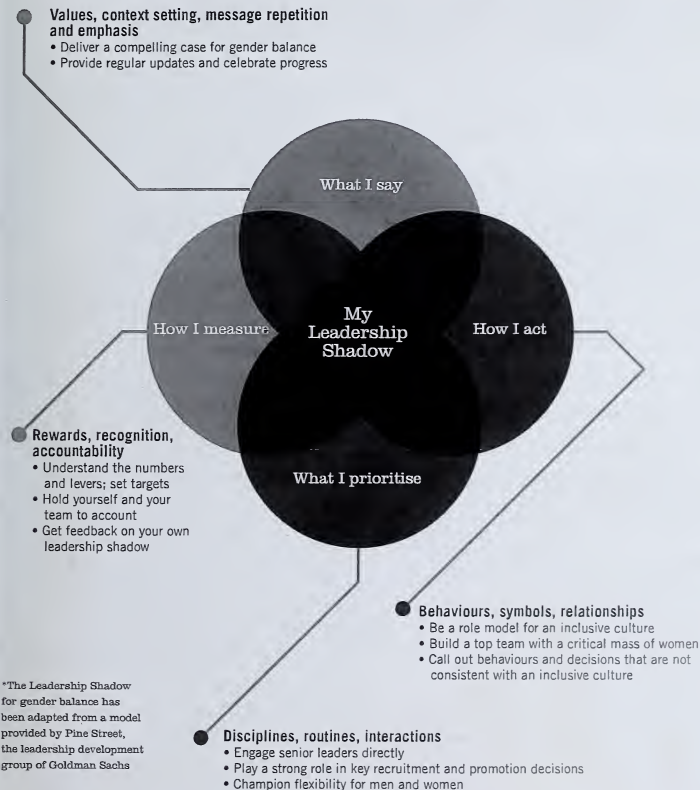
The model is flexible. Its core logic is universal—so that you can use it wherever you exercise leadership and in whatever line of work. Naturally, the solutions and strategies that the model will prompt you to apply to your specific purposes will differ from one leader and organisation to another.

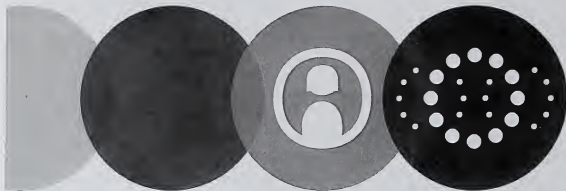
We present the Leadership Shadow pictorially and describe it simply. We recommend that you and your fellow leaders:

- 1 Read and reflect on The Leadership Shadow, using the provided questions
- 2 Ask for feedback (from peers, employees and other leaders)
- 3 Understand and prioritise opportunities for improvement
- 4 Set goals and take action
- 5 Restart the process

Throughout this document, we share experiences of Chief Executive Women and Male Champions of Change leaders who have reviewed and trialled The Leadership Shadow.

The Leadership Shadow*—applied to gender balance





What I say

As leaders, we must identify, deliver and monitor the message we send about gender balance, as well as ensure it is consistent with our actions. Every leader knows that employees have well-tuned antennae to pick up signals from the top about 'what matters around here'.

The case for gender balance and inclusion must be specific, and connected to strategy. Providing regular updates and celebrating success maintains momentum.

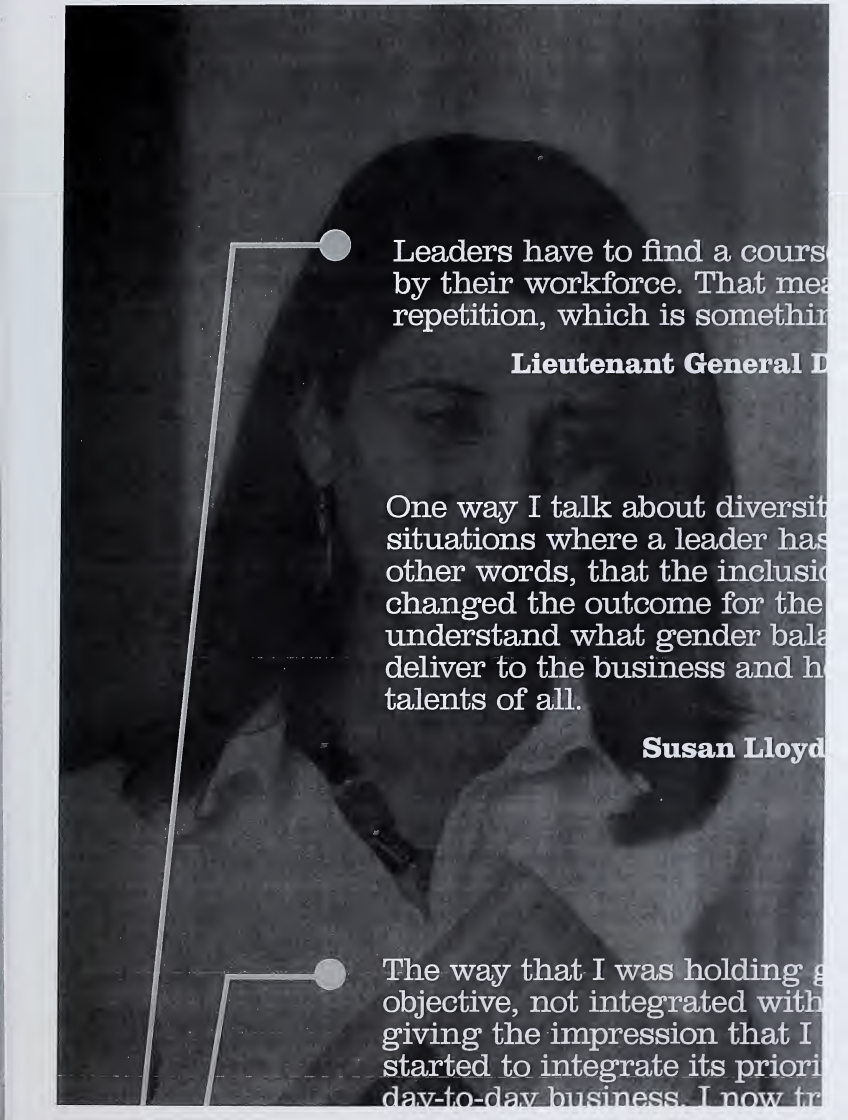
✓ Deliver a compelling case for gender balance

- How well could others articulate why gender balance matters to me?
- How integrated are gender balance objectives with our strategy? With our organisational values?
- How often and in which forums do I talk about gender balance as a priority?
- How visibly do I advocate for gender balance externally? With my suppliers, and partners?

✓ Provide regular updates and celebrate progress

- How well are gender balance objectives integrated into regular reporting?
- How do I talk about what we are learning, our initiatives, actions and outcomes?
- How do I show an interest in the challenges people face in meeting our gender balance objectives?





Leaders have to find a course
by their workforce. That mea
repetition, which is somethin

Lieutenant General D

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other words, that the inclusio
changed the outcome for the
understand what gender bala
deliver to the business and h
talents of all.

Susan Lloyd

The way that I was holding g
objective, not integrated with
giving the impression that I
started to integrate its priori
day-to-day business. I now tr



How I act

Actions and decisions give credibility to our communications about, and commitment to, gender balance. When our people see messages of support translating into tangible actions, progress and change, momentum is created. 'How I act' reveals the behaviours, the symbols and the nature of the relationships that leaders develop to support greater gender balance.

✓ Be a role model for an inclusive culture

- Does my team show how to blend different views and ways of operating?
- How do I reward and promote people with a track record of inclusive leadership?
- How comfortable am I with addressing my own biases?

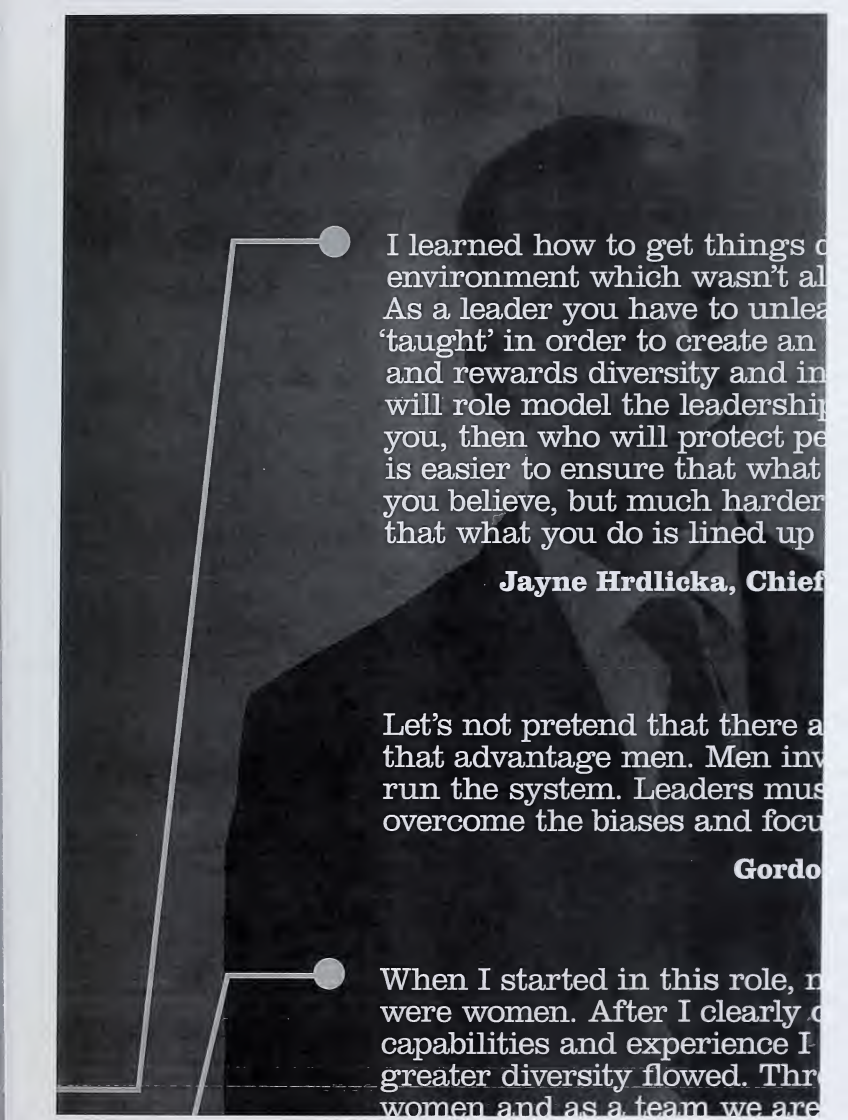
✓ Build a top team with a critical mass of women

- What signal does the gender composition of my top team send to my organisation?
- If men dominate my team, how do I acknowledge the imbalance and take visible steps to redress it?
- How do I create gender balance when selecting people to lead major initiatives?

✓ Call out behaviours and decisions that are not consistent with an inclusive culture

- Do I consistently work to understand and address processes that are getting in the way of meritocracy?
- How clear are standards of acceptable and desired behaviours? How consistent are the consequences when standards are not met?





I learned how to get things done in an environment which wasn't all that supportive. As a leader you have to unleash what's 'taught' in order to create an environment and rewards diversity and inclusion. You will role model the leadership. If you do it, you, then who will protect people? It is easier to ensure that what you say is what you believe, but much harder to ensure that what you do is lined up with what you say.

Jayne Hrdlicka, Chief

Let's not pretend that there are no biases that advantage men. Men invent the system, run the system. Leaders must recognize and overcome the biases and focus on the future.

Gordon

When I started in this role, most of the people were women. After I clearly communicated my capabilities and experience I found that a greater diversity flowed. Through my leadership, more women and as a team we are



What I prioritise

We know employees notice what leaders take interest in and how we spend our time: the disciplines, routines and interactions that advance objectives. The goal here is to develop and visibly lead processes that drive towards greater gender balance.

✓ Engage senior leaders directly

- How would my team describe our gender balance expectations and level of priority?
- How much progress has been made by the senior governance body, such as Diversity Council or Management Board? vs. other high priority initiatives?
- Are the leaders of my gender balance efforts viewed as high performing?

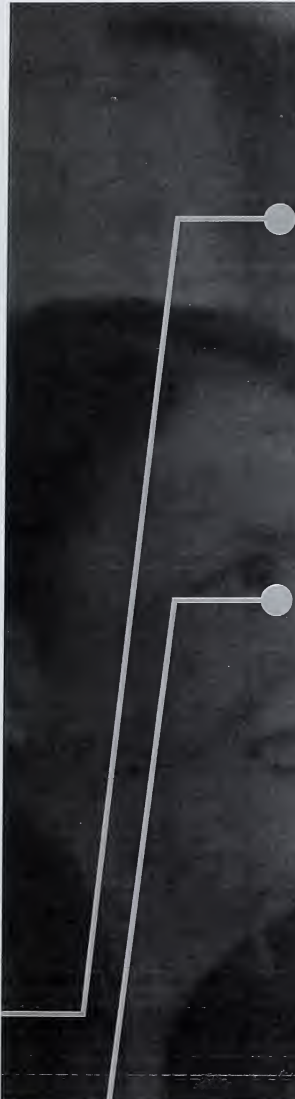
✓ Play a strong role in key recruitment and promotion decisions

- How transparent is my team about the selection criteria for senior roles?
- How strongly do I challenge or seek to redress results that appear to have a gendered outcome?
- Where needed, how effectively am I sponsoring women to ensure equal access to opportunities?
- How much time do I spend with senior and emerging women leaders? How well do I understand their perspectives and priorities?

✓ Champion flexibility for men and women

- How do I ensure that our systems and processes enable flexibility?
- How am I working to break down bias that may exist against flexible workers?
- How do I recognise and celebrate individuals who are building flexible teams?
- How transparent am I about my own practices to manage my own work/life balance?
- How visibly and regularly do people on my team work flexibly?





Ultimately, the buck stops with all of the leaders in my organization. We want this to be a diversity priority the way we do business. That does require honest conversations and my accountability.

Giam Swiegers, Chief Executive Officer

Over the years, I have learned that women may be required, by structure, to mitigate unofficial opportunities not available to men. Unless you create equal access, and ensure that procedures are in place, women will 'leak' out of the pipeline.

Helen Silver, Chief General Counsel

In the past, people's opinions were at the forefront of our talent development strategy. Now, it's a strategy to take out bias—through global benchmarking, leadership



How I measure

Measurement tells employees what really matters and reveals where we are making progress and where we are not. It includes the rewards, recognition and accountability for those we work with.

In Australia, formal reporting mechanisms are in place to track gender data through the ASX Corporate Governance Principles and Workplace Gender Equality Agency guidelines. Robust and consistent measurement systems should now be part of our standard reporting suite.

✓ Understand the numbers and levers; set targets

- Does my gender reporting provide sufficiently granular insight?
- Compared to other business priorities, how robust is the progress review process?
- Have I set granular gender balance targets for my organisation and team? What happens when targets are achieved or exceeded? What happens when they are not?

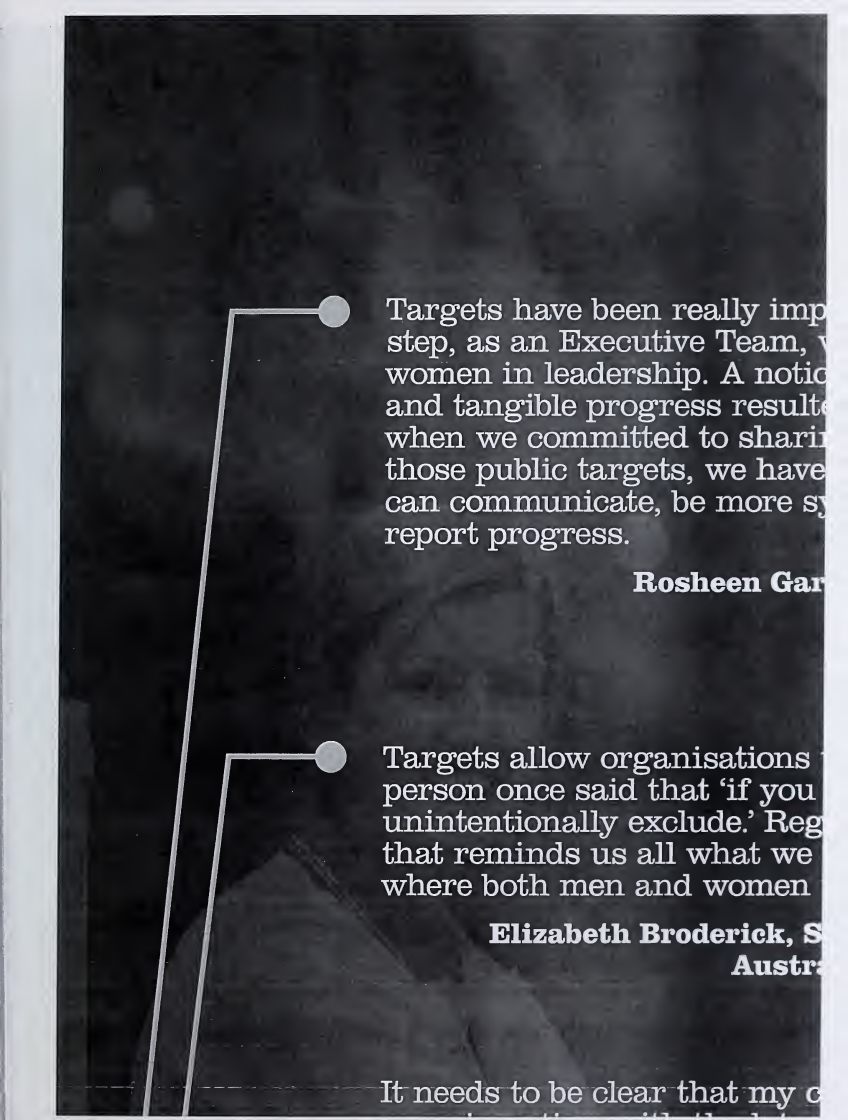
✓ Hold yourself and your team to account

- How am I held to account for gender balance objectives?
- How integrated are discussions about gender balance into the performance appraisals of my people?

✓ Get feedback on your own leadership shadow

- How much feedback do I get from colleagues, customers and partners about our progress?
- How consistently am I working to improve my leadership on gender balance?





Targets have been really important step, as an Executive Team, and women in leadership. A noticeable and tangible progress results when we committed to sharing those public targets, we have been able to communicate, be more systematic in reporting progress.

Rosheen Gar

Targets allow organisations to focus on a person once said that 'if you unintentionally exclude.' Regulations that reminds us all what we are doing where both men and women

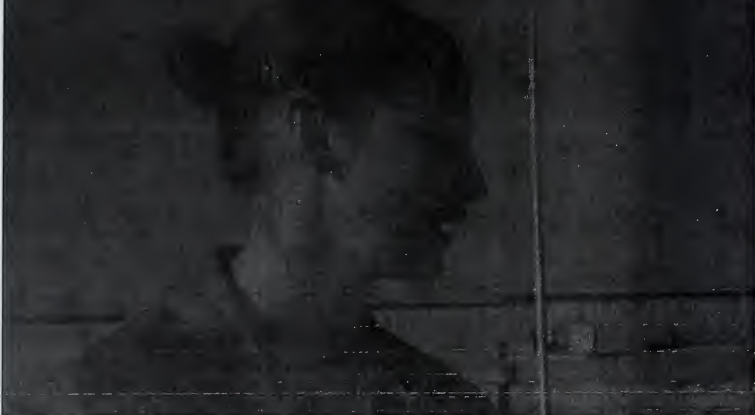
Elizabeth Broderick, S
Austra

It needs to be clear that my c

These materials describe one model
ways to lead the efforts that seek to
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The Leadership Shadow is not a pres
helped some of us better analyse wh
and hasn't worked and then adopt m

For some of us, it has acted as a cir
Now we hope our experience can be
assistance in your efforts.



About Chief Executive Women

Chief Executive Women (CEW) is the pre-eminent organisation representing Australia's most senior women leaders from the corporate, public service, academic and not-for-profit sectors. Founded in 1985, CEW has over 300 members whose shared vision is 'women leaders enabling women leaders'.

With values of collegiality, respect and vision influencing all that CEW undertakes, it offers innovative and substantive programs aimed at supporting and nurturing women's participation and future leadership. These include scholarships and the highly regarded 'Leaders Program' which are offered to emerging female executives throughout Australia. CEW strives to educate and influence all levels of Australian business and government on the importance of gender balance through a range of initiatives including CEO Conversations, an online Gender Diversity Kit, advocacy and research on topics relevant to and informing the gender debate.

We know that courageous leaders are working hard to make progress on gender balance and gain the advantage that diversity brings. The Leadership Shadow distills and shares the considerable experience of our members to help accelerate this work. One size does not fit all, we know. But the most effective approaches start with leaders reflecting on the impact of their actions, behaviours and decisions.

**Christine Christian,
Non-Executive Director,
President,
Chief Executive Women**

About the Male Champions of Change

The Male Champions of Change (MCC) is a collaborative initiative of corporate and government leaders convened by Elizabeth Broderick, Sex Discrimination Commissioner, Australian Human Rights Commission. The Male Champions of Change comprise 21 CEOs, Non-Executive Directors and Department Heads from across business and Federal Government.

We exist to achieve significant and sustainable change in the unacceptably low levels of women in leadership within Australia. We believe that representation levels are too low and the pace of change far too slow.

The Leadership Shadow gives you a structure to sharpen your approach and demonstrate how you are making diversity a priority. Making progress on gender balance is not yet second nature for many of us. The Leadership Shadow focuses the mind on how to take a leadership position that will drive progress on what is an important social, economic and productivity priority for Australia.

**Simon Rothery,
Chief Executive Officer,
Goldman Sachs Australia
& New Zealand**

Thank you to those who have assisted with the preparation of these materials for sharing and particularly:

- CEW and MCC leaders who trialled and helped develop the model: Elizabeth Broderick, Gordon Cairns, Rosheen Garmon, Jayne Hrdlicka, Alan Joyce, Holly Kramer, Susan Lloyd-Hurwitz, Kerrie Mather, David Morrison, Simon Rothery, Helen Silver, Giam Swiegers, and Ian Watt.
- Kate Aitken, Kathryn Fagg, Sally Herman and Julie White who were part of the original thinking and the development of the CEW-MCC collaboration and Leadership Shadow model.
- Juliet Bourke of Deloitte who conducted a number of the interviews with leaders, drafted the initial reflection questions and provided ongoing advice.
- Catherine Fox who drafted and guided the development of the report.
- McKinsey & Company, for their ongoing support, and for the assistance of their New Media team who led the design and layout of these pages.
- Janet Menzies of the MCC Secretariat for her leadership.

It starts with us: The Leadership Shadow

Chief Executive Women-Male Champions of Change

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This publication can be found in electronic format on the Chief Executive Women website at www.cew.org.au

Image credits

Page 14: Courtesy of the Department of Defence



San Francisco Commission on the Status of Women Resolution Recognizing Janet Morrison Menzies

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Since its inception in 2010 by Australian Sex Discrimination Commissioner Elizabeth Broderick, Male Champions of Change has catalyzed the empowerment of women in the workplace and brought the issue of inequity to the national stage by bringing together 21 of Australia's top CEOs, department heads, and other senior executives from across business and federal government and urging them to step up as leaders, create accountability, disrupt the status quo, and dismantle barriers for working caregivers; and,

WHEREAS, Janet Morrison Menzies has directed the Secretariat of Male Champions of Change for the last several years, working with a group of Australia's leading CEOs to distill and document best practices for increasing the representation of women in leadership; and,

WHEREAS, Ms. Morrison Menzies has been a valuable partner to the San Francisco Commission and Department on the Status of Women by lending her support to the Gender Equality Principles Initiative;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation of Janet Morrison Menzies for her extraordinary career and dedication to women's issues and wishes her continued success in all of her endeavors.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
April 23, 2014*





City and County of San Francisco

Department on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

DATE: February 14, 2011

TO: Chief Joanne Hayes-White

CC: Commissioner Andrea Evans, Commissioner Steve Nakajo, Megan Byrne, Aisha Krieger

FROM: Anu Menon, Senior Gender Policy Analyst

RE: Gender Analysis of 2009 Fire Department Test Results

The **nearly 50% drop in the number of female applicants** for the latest Fire Department exam, as well as the small number of women on the eligibility list, has raised concerns about diversity within the Fire Department. The Department on the Status of Women has been asked by Fire Department leadership and United Fire Service Women to analyze the situation and provide feedback on how to recruit and retain a more diverse workforce.

I. Gender Analysis Background

The Commission on the Status of Women is responsible for overseeing the implementation of the landmark 1998 ordinance reflecting the principles of the **United Nations Convention to Eliminate All Forms of Discrimination Against Women (CEDAW)**, a human rights treaty for women and girls (Section 12K of the San Francisco Administrative Code). The Ordinance requires action in the form of preventive and forward-thinking measures to ensure that City policies and programs do not intentionally or unintentionally discriminate against women and girls. The Commission and Department on the Status of Women are the implementing and monitoring agencies for CEDAW in San Francisco.

Gender analysis is the tool the Department on the Status of Women utilizes to work with city agencies to examine their public policies and their outcomes through a gender lens. Gender analysis highlights best practices to be encouraged or replicated and makes recommendations to address areas in need of improvement.

This memo is a brief analysis of the latest fire exam results and includes suggestions to **increase the number of women applicants who take the exam in the future**. Data was provided by United Fire Service Women. The Department is happy to work with the Fire Department to examine this issue further.

II. Historical Context¹

The percentage of female applicants in 2009 dropped significantly from previous years. The percentage of female applicants peaked at 23% in the E-31 cohort and the percentage of females eligible to be hired post-exam peaked at 30% for the 1998 Cadet Program Class. Proposition 209, California's 1996 anti-affirmative-action provision, may have curtailed some of the recruitment efforts for women, thereby reducing the number of female applicants from 1998 onwards. It would be interesting to examine in more depth changes in the exam as well as in the Fire Department's recruitment strategy since Proposition 209 passed.

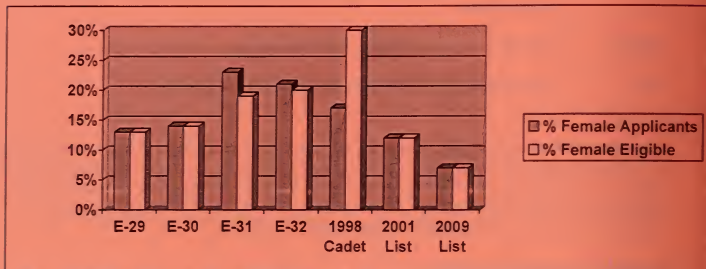


Figure 1: Percentage of female applicants and females eligible over time

III. Current List²

A. Women

i. Analysis of Statistics on Women

- Only 7% of people scheduled to take the 2009 H-2 Firefighter exam were women. Of this low percentage, White women scheduled at a significantly higher percentage (4%) than their minority counterparts (Black 1.26%, Hispanic 1.15%, Asian .75%, Filipino .30%, American Indian .14%).
- Though fewer women of color were scheduled to take the exam, a greater percentage of those who were scheduled actually attended (Filipino 66%, Hispanic 65%, Asian 60%, American Indian 60%) as compared to their White counterparts (56%). The exception was Black women (35%).
- At 65%, Black women had the highest non-participation rate, that is, they were scheduled to take the exam but did not actually attend. This was significantly higher

¹ These statistics are from the New Hire List document compiled by United Fire Service Women (attached).

² These statistics are from "Summary of the H-2 Firefighter Selection Process" document provided by United Fire Service Women (attached).

than other female groups. The next highest non-participation rate was that of White women at 44%.

- Overall, women dropped out slightly more than men (45% versus 43%), but the statistics vary by race. White, Black, and Asian women dropped out more than their male counterparts, while Hispanic, Filipino, and American Indian women dropped out less.

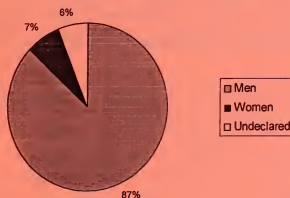


Figure 2: Percentage of People Scheduled to Take Exam by Gender

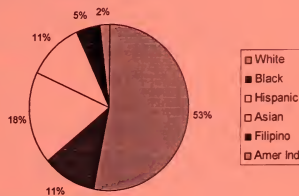


Figure 3: Percentage of Women Attendees by Ethnicity

ii. Questions Raised by the Data

This data raises important questions that should form the basis of future discussions around how to address issues around women taking the fire exam:

- Why were so few women scheduled to take the exam?
- Why did women who were scheduled decide not to attend?

B. Men

i. Analysis of Statistics on Men

- White men were scheduled to take the exam at several times the rate of their minority counterparts. White: 46%, Hispanic: 17%, Asian: 9%, Black: 8%, Filipino: 5%, American Indian 1.5%.
- In terms of attendance, however, this trend shifted. The rates at which men attended the exam are as follows: Filipino: 63%, Asian: 63%, Hispanic: 58%, White: 58%, American Indian: 55%, Black: 43%.

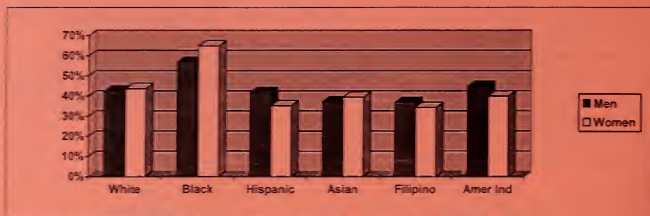


Figure 4: Percentage of women and men who were scheduled but did not participate in the exam by race

ii. Question Raised by the Data

Why did men tend to participate in the exam more than women?

C. Written Exam Results

i. Overall Analysis

- Overall, the majority of participants who actually took the exam passed (over 70% in each race and gender category).
- Hispanic males (80%) passed the written exam at a higher rate than Hispanic females (70%).
- Asian men and women were about equal (men: 79.10%, women: 79.59%).
- In other races women passed at a higher rate than men:
 - White: 90% women, 88% men
 - Black: 81% women, 72% men
 - Filipino: 95% women, 77% men
 - American Indian: 89% women, 82% men
- Black women dropped out before taking the written test more than other groups (65%), but they had one of the highest passage rates when they attended the exam (81%).

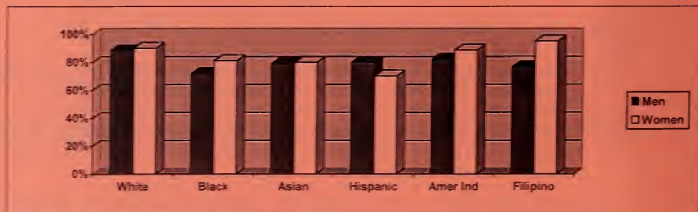


Figure 5: Written exam results pass rates by race and gender

ii. Question Raised by the Data

What explains the pattern of women passing at a higher rate than men?

IV. Main Issues and Ways to Address Them

A. Women Scheduled to Take the Exam

One issue that stands out is that very few women were scheduled to take the exam in the first place. There are several potential reasons for this, including lack of publicity for the exam, an unsuccessful recruitment strategy for women, difficulty in signing up to take the exam, and lack of a set date for the exam.

There are several steps that can be taken to address this concern:

1. **Collect data:** When dealing with these types of issues it is important to have accurate statistics. In the future, when potential applicants come to the Department of Human Resources (DHR) to sign up for the exam DHR should have a tracking system in place to keep track of how many men and women sign up for the exam. This could include other demographics as well. Even a simple checkbox on the form that people can voluntarily fill out would be helpful to collect basic information on who is signing up for exam in the first place. On the same form DHR should ask how the potential applicant heard about the exam (friend, recruitment event, online, etc.). This would help the Fire Department determine which recruitment efforts have been the most successful.
2. **Analyze outreach efforts:** There has been a drop in female applicants since Proposition 209, California's anti-affirmative-action provision, was passed in 1996. Since then, San Francisco has taken a particularly draconian stance on outreach to minority and female candidates. Though quotas in hiring are prohibited under this law, broad outreach efforts to a variety of communities, including the women's community, is permitted. The following are suggestions for outreach:
 - a. Conduct an analysis of outreach efforts and see which demographic groups were reached, which groups showed up to the exam, and if different outreach is viable.
 - b. Discuss outreach efforts, what worked, and what did not with United Fire Service Women, as well as other community groups, to strategize a better plan for the next recruitment cycle.
 - c. Work with tradeswomen associations and utilize other resources, such as the Department on the Status of Women's non-traditional jobs brochure, to inform a recruitment plan.
 - d. Use the information collected to create a recruitment plan for the next recruitment cycle that is actively implemented.

- e. Develop stronger internship, apprenticeship, and mentorship programs to expose women and girls to firefighting and encourage them to become firefighters.
 - f. Have women firefighters visible at school and community events, especially those focused on girls, to increase awareness of firefighting as a viable career opportunity for girls from an early age.
3. **Conduct focus groups:** It is critical to determine how people hear about the exam and what made them want to become firefighters in the first place. Conducting a focus group of both men and women who took the exam would provide the Department with this important information. Questions to ask include how they heard about the exam, what made them want to go through with taking it, and what kind of outreach worked. Men and women should be surveyed separately and their answers compared to see what type of recruitment strategy and application process would increase the applicant pool.
4. **Online registration:** The Fire Department should also consider offering people the option of registering for the exam online. From our understanding, scheduling for the exam has to be done in person during normal business hours. This may preclude applicants, both men and women, who have day jobs or caretaking responsibilities from signing up for the exam, thereby potentially excluding strong applicants.

B. Women Attending the Exam

A second issue that should be examined closely is why women who were scheduled to take the exam failed to attend. On average, about 45% of women who signed up did not participate in the exam. This is slightly higher than the number of men that did not participate (43%). Percentage-wise however, many more women participated in past years, making this drop in participation concerning. In general, the number of women applying for non-traditional jobs has been increasing over the years, so it is surprising that the Fire Department's numbers have gone in the opposite direction.

There are two steps that can be taken to address this concern:

- 1. **Timing of the exam:** The 2009 H-2 firefighter exam date was changed several times. This likely impacted the number of women who attended the exam. Given that firefighting is a non-traditional job for women, any barriers to taking the exam make it less likely that women will follow through on their initial intent to become firefighters.
- 2. **Standardize the test:** The test changes from year-to-year, as do the requirements to become a firefighter. Increasing transparency, giving applicants significant notice as to what is being tested and what the proper qualifications are, and providing equal access to resources to prepare for the test are critical to increasing women's confidence in taking the exam.

C. Other Areas of Concern

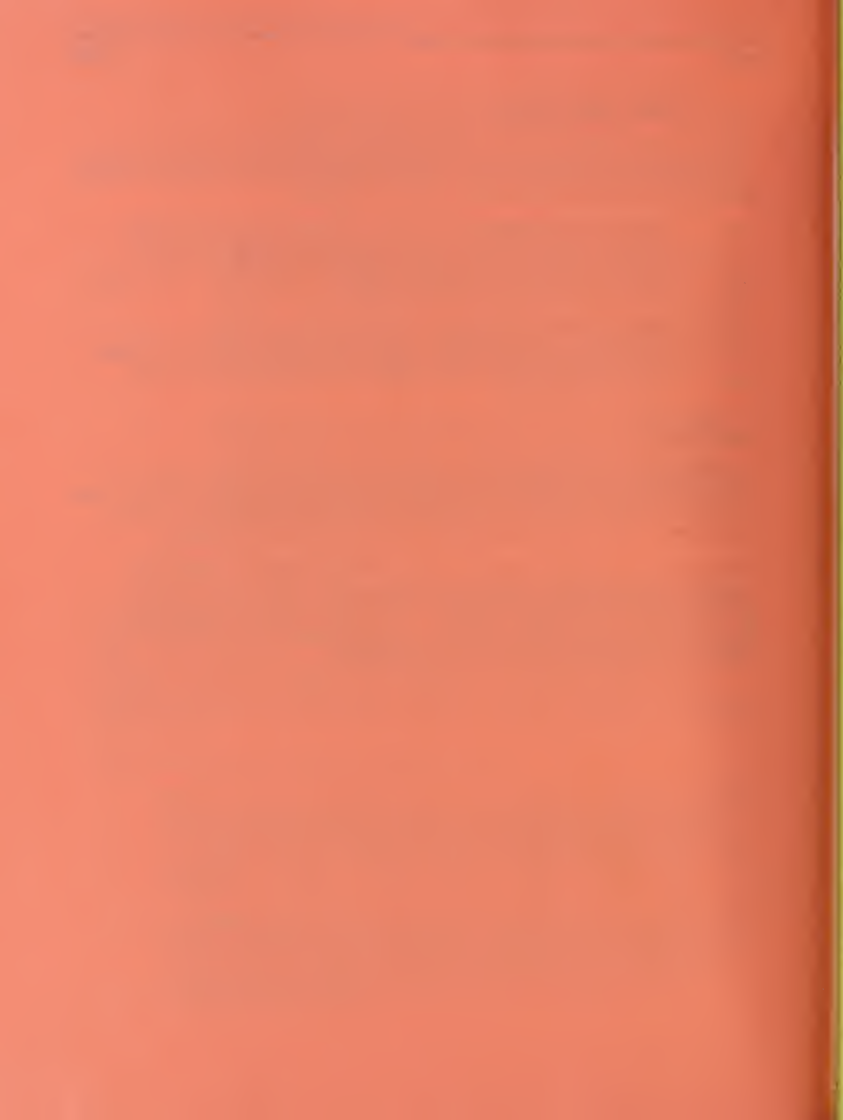
From our analysis of the data and conversations with women firefighters, we have come across two other areas of concern outside of the exam itself that might lead to a reduction in the number of women in the force.

1. **Codification of the pipeline:** Many women are firefighter paramedics (H3L3). Developing a transparent and formalized pipeline to move from H3L3 to H2 firefighter status would create a recruitment pool of women who are already in the system and move them into firefighter positions.
2. **Publicize the H3L2 examination:** This exam is a clear path from H3L3 to H2, but the H3L2 test may not be publicized as well as the H2 exam. Publicizing this exam would be another pathway to move a number of women who are already in the system into H2 positions.

V. Conclusions

Improvements in recruitment efforts and transparency are key to increasing the number of women firefighters. A thoughtful plan needs to be put in place to ensure that women know about the exam, understand what is necessary to pass the exam and become a firefighter, and have equal access to resources and training to be successful in the exam and as firefighters.

The Department on the Status of Women is available to continue partnering with the Fire Department and providing any technical assistance necessary to further analyze this data and/or think about future recruitment strategies. We would like to request an update from the Fire Department by July 2011 on what type of an action plan has been put in place to improve the recruitment and retention of women firefighters.





City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

Possible Questions about Update on the 2011 Gender Analysis of the Fire Department:

1. Data shows that women who take the fire exam do very well. However, many women who sign up aren't following through and taking the exam. Since 2011, what steps have been taken to increase the number of women applicants who sign up for and take the exam?
2. How soon after signing up for the fire exam can individuals take it? If women have to wait months or years, the time lapse might impact their ability to take the test due to changing concerns around family and caregiving needs, which still disproportionately impact women.
3. What strategies has the department developed to connect with girl populations and organizations that serve girls to serve as role models and offer career inspiration? When firefighters are sent to schools to teach fire safety, is diversity (gender, race) considered when sending firefighters to specific locations?
4. Having a staff recruiter, instead of asking firefighters (who are disproportionately male) to volunteer their time for recruitment, could lead to more gender-responsive best practices in recruitment, hiring, retention and promotion. What steps are you taking to ensure a staff recruiter is hired and how can our commission support your efforts?
5. Do firefighters receive any training for identifying and reporting family violence situations?
6. While the department cannot collect data on LGBTQ individuals, what steps are being taken to ensure inclusivity and support for transgender and gay firefighters?
7. In what ways can the Commission on the Status of Women and Fire Department work together to increase the numbers of women fire fighters in our City and County?
8. What types of career development opportunities and resource groups does the fire department offer its firefighters, and how do they respond to the specific needs of women?
9. How easy is it for a mother to work through and after her pregnancy? What kind of childcare resources are available to working mothers? Is there a referral system in place?

Murase, Emily (WOM)

From: Women's Bureau, U.S. Department of Labor <subscriptions@subscriptions.dol.gov>
Sent: Thursday, April 03, 2014 11:12 AM
To: Murase, Emily (WOM)
Subject: Join Us at the Regional Forums for the White House Summit on Working Families

THE WHITE HOUSE SUMMIT ON WORKING FAMILIES

REGIONAL FORUMS

Leading up to the June 23 White House Summit on Working Families, the Department of Labor will host forums across the United States to identify initiatives that benefit America's working families, businesses and economy. These discussions will help inform the national Summit, which will build momentum around key policy goals and best practices to help both workers and businesses succeed.

Click on a city below to get more information and to be signed up for email updates on the Regional Forums and The White House Summit on Working Families.

	Denver, CO April 11 Denver Post Building Featuring Katherine Archuleta, Director of the Office of Personnel Management	
	Chicago, IL April 28 Metcalfe Federal Office Building Featuring Tina Tchen, Executive Director of the White House Council on Women and Girls	
	San Francisco, CA May 7 San Francisco Federal Building Featuring Thomas E. Perez, U.S. Secretary of Labor, and Nancy Pelosi, House Minority Leader	
	New York City, NY May 12 Alexander Hamilton Custom House Featuring Thomas E. Perez, U.S. Secretary of Labor, and Valerie Jarrett, Chair of the White House Council on Women and Girls	

MAY 27
1 - 4pm

© State Bldg
Milton Marks Auditorium
455 Golden Gate Ave



The forums will convene businesses, academics, labor leaders, state and local elected officials, tribal leaders, advocates, media, and workers to discuss issues facing the entire spectrum of working families – from young people just starting their work lives, to low-wage workers, to corporate executives; from parents caring for their children to grown up children caring for their own aging parents. Addressing these issues isn't just the right thing to do for workers – it's critical to our future competitiveness in the global economy. Removing the barriers that keep our best talent from participating fully in our workforce is key to ensuring that all American businesses can compete in the 21st century.

The White House Summit on Working Families will explore how all sectors can work together on key issues including workplace flexibility and paid leave, equal pay, workplace diversity inclusiveness, career advancement, access to non-traditional and STEM jobs, worker retention and promotion, opportunities for low-wage workers, elder care, childcare and early childhood education. And it will lift up promising and best practices of leading companies and develop solutions for bringing such practices to scale, across industries and for all types of workers.

Visit the #WorkingFamilies website
to engage and learn more about the issues

SHARE

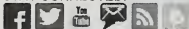
FOR MORE INFORMATION CONTACT:

U.S. Department of Labor - Women's Bureau - 200 Constitution Ave., NW - Washington, DC 20210
202.693.6710 (telephone) - 202.693.6725 (fax) - website: www.dol.gov/wb/



Questions? [Contact Us](#)

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Commission on the Status of Women

Mayor Edwin M. Lee

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Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
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JULIE SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Wednesday, April 23, 2014

4 - 6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Members Present

President Nancy Kirshner-
Rodriguez

Vice President Andrea Shorter

Commissioner Amy Ackerman

Commissioner Alicia Gamez

Commissioner Julie Soo

Commissioner Mary Jung

Staff Present

Executive Director Emily M. Murase, PhD

Associate Director Carol Sacco

Fiscal & Policy Analyst Stephanie Nguyen

Women's Policy Director Minouche Kandel

Legislative Director Elizabeth Laferriere

Policy Fellow Iris Wong

Gender Equality Principles Program Coordinator

Tara Gamboa-Eastman

Policy Fellow Kristin Snell

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez welcomed everyone and called the meeting to order at 4:14 pm. She asked to have the presentation of Male Champions of Change moved to after the Executive Director's Report.

Action: To approve the meeting agenda as proposed. m/s/c (Ackerman/Soo/Unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from March 26, 2014. m/s/c (Soo/Ackerman/Unanimous)

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Below are highlights from the report:

1. Engaging Women Veterans

As a follow-up to the presentation last fall, the Department has partnered with Swords to Plowshares for a day-long workshop in July on enhancing career opportunities for women veterans.

2. U.S. Department of Labor Regional Summit on Working Families

Dr. Murase encouraged Commissioners and members of the public to attend the U.S. Department of Labor Regional Summit on Working Families scheduled for San Francisco on March 27.

3. Community Needs Assessment

Dr. Murase reported that the needs assessment was well underway. She recognized Fiscal and Policy Analyst Stephanie Nguyen, Associate Director Carol Sacco, and Women's Policy Analyst Minouche Kandel on their hard work thus far.

4. Justice & Courage Oversight Panel

Dr. Murase stated that a draft report of the *Justice & Courage Final Report* was now complete and ready to be reviewed by the Justice & Courage Oversight Panel at its next meeting set for April 30.

5. Cross-Bay Community Day of Action on Anti-Human Trafficking Enforcement

The Department mailed close to 700 letters with posters to businesses required by a 2013 state law to post the national human trafficking hotline. The Community Day of Action brought together 30 volunteers to visit local businesses and educate them on this bill. Department of Public Health has committed to follow up with businesses when the agency conducts routine inspections.

IV. MALE CHAMPIONS OF CHANGE (MCC)

Janet Morrison Menzies, Secretariat for MCC, explained that the Australian Commissioner of Sex Discrimination Elizabeth Broderick structured the MCC in recognition of the existing power structure. Below are highlights of her presentation:

1. Started in 2010, MCC is a way to build more momentum for men to step up in their rightful place to support gender equality. Commissioner Broderick contacted 12 CEOs of major corporations in Australia to take a stand on the issue, and contribute on matters of national significance.
2. The group meets four times per year, and participation cannot be delegated to subordinates. Members cannot join MCC unless they can make these meetings that are set the previous year. Agendas and meetings are structured by the members.
3. In 2013, MCC developed a 12 Point Plan which has 4 themes:
 - a. Stepping Out as Leaders
 - b. Creating Accountability
 - c. Disrupting the Status Quo
 - d. Supporting Care at Work
4. MCC is invested in helping other cities and countries initiate their own MCC.

Commissioners thanked Ms. Morrison Menzies for the presentation.

V. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

A. Resolution Honoring Janet Morrison Menzies

m/s/c (Gamez/ Soo/ Unanimous)

VI. NEW BUSINESS

A. Gender Analysis of the Fire Department

Fire Chief Joanne Hayes-White acknowledged Fire Commissioner Francine Covington and introduced her staff accompanying her: HR Director Jesusa Bushong, Director of Training Ramona Williams, and Fire Marshall Michi Wong.

Chief Hayes-White reviewed the recent history of the San Francisco Fire Department and the consent decree that was in place from 1988-1998. She reported that, currently, the composition of the Fire Department includes 16% women (c.f., less than 4% nationally) and 52% minority. Chief Hayes-White stated that she was a founding member of the United Fire Service Women.

She highlighted two programs that engage many women: the Neighborhood Emergency Response Team (NERT) Program that has, to date, trained 23,000 people with a free, 18-hour curriculum available in Cantonese and Spanish, and the SF Firefighters and Safety Education program in which 40 active volunteers deliver K-5 fire safety curriculum in the public schools.

QUESTIONS & ANSWERS

Chief Hayes-White was provided a list of questions to address. Below are her responses:

- 1. Data shows that women who take the fire exam do very well. However, many women who sign up aren't following through and taking the exam. Since 2011, what steps have been taken to increase the number of women applicants who sign up for and take the exam?**
Interested participants can take the test online in the comfort of their own home.
- 2. Having a staff recruiter, instead of asking firefighters (who are disproportionately male) to volunteer their time for recruitment, could lead to more gender-responsive best practices in recruitment, hiring, retention and promotion. What steps are you taking to ensure a staff recruiter is hired and how can our commission support your efforts?**
Since 2009, the Fire Department hasn't had dedicated staff for recruitment, but the agency is looking forward to expanding its recruitment efforts in the near future.
- 3. Do firefighters receive any training for identifying and reporting family violence situations?**
When there is evidence of domestic violence, the Fire Department works very closely with the Police Department to address the issues.
- 4. While the department cannot collect data on LGBTQ individuals, what steps are being taken to ensure inclusivity and support for transgender and gay firefighters?**
All emergency calls are answered regardless of age, sex, and ethnicity.
- 5. How easy is it for a mother to work through and after her pregnancy? What kind of childcare resources are available to working mothers? Is there a referral system in place?**
The Fire Department provides family leave per local, state, and federal laws. Pregnant women are offered temporary assignments, and may return to work after 6 weeks of the child's birth with a light work load. There are no specific provisions for child care, but employees help each other out by coordinating schedules for babysitting.

Discussion focused on the barriers that women might face in applying for a position at the Fire Department and the cultural change that needs to occur in order to be more welcoming of non-traditional firefighters. Commissioners pointed out that positions in the Fire Department are well-paid and come with significant benefits, and women should be encouraged to apply.

Chief Hayes-White discussed the progress the department has made in including transgender firefighters. Also, for the first time, the Fire Department is now seeing a wave of women retirees who have 25 years of service.

However, of the 48 members of the academy class starting in January 2014, 7 were women, but only 2 have remained in the class due to a variety of reasons (e.g. family caregiving responsibilities, lack of interest). Commissioners urged the Chief to continue to pursue inclusive staffing policies.

VII. OLD BUSINESS

A. Children's Fund Renewal

Emma Mayerson, Executive Director of the Alliance for Girls, explained that the Alliance is a membership-based organization composed of 60 girl-serving member agencies and focused on advocating on girls issues and providing leadership development opportunities for its member agencies.

Ms. Mayerson explained that following the work she has done in partnership with President Kirshner-Rodriguez and Commissioner Ackerman and the Department on the Status of Women, she was able to secure the support of Supervisor Malia Cohen to champion the priorities of the Alliance in the Children's Amendment renewal. Supervisor Mark Farrell's office has also been supportive.

Thanks to a continued dialogue with Executive Director Maria Su of the Department of Children Youth and Their Families, DCYF will be convening, for the first time ever, a focus group on girl services, scheduled on May 6, and another one focused on girls (at a later date) as part of its community needs assessment.

B. UN Commission on the Status of Women 58 Presentation

Policy Fellows Tara Gamboa-Eastman and Iris Wong reported on the Department's participation at the UN Commission on the Status of Women meetings in March. They explained that their participation in the largest ever delegation from the San Francisco Bay Area was life-changing.

VIII. REPORTS

A. Cities for CEDAW

President Kirshner-Rodriguez will provide an update on the Cities for CEDAW Campaign at the next Commission meeting in May.

B. Human Trafficking

Commissioner Soo noted that SCAHT is interested in doing a second conference in the fall on human trafficking, this time focused on labor trafficking.

IX. PUBLIC COMMENT

1. Domestic Violence Consortium Executive Director Beverly Upton and St. Vincent de Paul Executive Director Margie English reported on recent activity on budget issues. The DVC has called for no cuts and a 10% across-the-board increase. They met with Supervisor Mark Farrell, whose priority for the budget is to lessen the impact of reduction on homeless people.
2. Roberta Guise, Co-Chair of Public Policy for AAUW, noted that SF AAUW is funding 15 girls to attend an annual STEM camp.

X. ADJOURNMENT

President Kirshner-Rodriguez proposed to adjourn the meeting in honor Nani Coloretto, who was appointed by President Obama as the U.S. Department of the Treasury's Assistant Secretary for Management. Meeting adjourned at 6:30 pm.

Action: To adjourn the meeting.

m/s/c (Soo/Ackerman/Unanimous)

DRAFT





City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

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President

ANDREA SHORTER
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MARY JUNG
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COMMISSION MEETING AGENDA

Wednesday, May 28, 2014

4 – 6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Total Estimated Meeting Time: 2 hours

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

1 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

3 min.

Explanatory document – Draft Minutes from April 23, 2014.

Action: To approve draft minutes from April 23, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

ACTION

10 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing the 40th Anniversary of Equal Rights Advocates
- B. Resolution Recognizing Cynthia Vasquez
- C. Resolution Recognizing David Assmann upon his retirement from the Department of the Environment
- D. Resolution Recognizing the 35th Anniversary of Community United Against Violence
- E. Resolution Recognizing Tina Shum upon her retirement from Cameron House
- F. Resolution Urging All Efforts to Release Abducted Nigerian Schoolgirls

VI. GENDER ANALYSES

A. Animal Care and Control Department Gender Analysis 30 min.

Animal Control Operations Manager Vicky Guldbeck and Captain Denise BonGiovanni will provide a report on the Animal Care and Control Department based on gender analysis questions.

B. Gender Analysis of the Department of Children, Youth, and Their Families 30 min.

Director Maria Su will provide an update on the Department of Children, Youth, and Their Families and gender based data.

VII. REPORTS DISCUSSION 10 min.

Commissioners will report on activities related to the work of the Commission.

- | | |
|--------------------------------|------------------------------|
| A. Cities for CEDAW | President Kirshner-Rodriguez |
| B. Family Violence Council | President Kirshner-Rodriguez |
| C. Justice and Courage | Vice President Shorter |
| D. Human Trafficking | Commissioner Soo |
| E. Status of Girls | Commissioner Ackerman |
| F. General Commission Business | Commissioners |

VIII. AGENDA FOR FUTURE COMMISSION MEETINGS DISCUSSION 5 min.

Discussion regarding agendas for upcoming meetings.

IX. PUBLIC COMMENT DISCUSSION 10 min.

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

X. ADJOURNMENT ACTION 1 min.

Adjourn the meeting in honor of Mary Burns.

Action: To adjourn the meeting.

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at 415-252-2570 at least two business days before the meeting. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. **KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE** (Chapter 67 of the San Francisco Administrative Code): Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. **FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE SUNSHINE ORDINANCE, CONTACT SUNSHINE ORDINANCE TASK FORCE**, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689; phone: (415) 554-7724; fax: (415) 554-7854; email: sof@sfgov.org. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, at the San Francisco Public Library, and on the City's website at <http://www.sfgov.org>. Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: www.sfgov.org/ethics.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
Department on the Status of Women



Edwin M. Lee
Mayor

EXECUTIVE DIRECTOR'S REPORT
May 28, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Women and Girls' Human Rights

A. Cities for CEDAW

I have been working closely with Commission President Nancy Kirshner Rodriguez, Policy Fellows Tara Gamboa-Eastman and Iris Wong, and Legislative Director Elizabeth Laferriere on Cities for CEDAW preparation and outreach efforts in preparation for the US Conference of Mayors meeting this June in Dallas, Texas. President Kirshner-Rodriguez will provide a full report at tonight's meeting.

The Department has launched the Cities for CEDAW website (cities4cedaw.org), featuring a toolkit for city officials and elected officials to implement CEDAW in their city. In the future it will host a toolkits for advocates as well as general resources.

B. Gender Equality Principles Initiative

Due to staffing changes, the Initiative is in transition. Roundtables have been put on hold until staffing can be secured for the Initiative. However, we would like to proceed with the Gender Equality Challenge. Gender Equality Principles Initiative Program Coordinator Tara Gamboa-Eastman has been working to launch year two of the Gender Equality Challenge. The Initiative will begin accepting applications on May 30. We will provide you with application materials upon request. These will also be available on the department website. Staff members are also working to develop a long term plan for the Initiative including growing the Gender Equality Council and to create a more sustainable fundraising model.

C. Legislation and Outreach

Since Supervisor Wiener first announced his plans to hold a late night transportation hearing, the Department has been pushing to include in the conversation women's unique experiences and concerns with late night transit. Safe public transportation – consisting of reliable schedules, well-lit and accessible stations and operators who are trained to identify and act in dangerous situations – and gender-responsive conversations with ride-sharing operations is critical for women's freedom of movement, health, safety and economic independence. Yet, sexual harassment, violence, and intimidation is all too common for women both while on transportation and while waiting for transportation. Ms. Laferriere ensured that public safety was included in the conversation at the hearing, and has received the support from Supervisors Wiener and Chiu for a sexual violence/public safety expert on the newly created Late Night Transportation Working Group.

On Friday, May 16th, Legislative Director Elizabeth Laferriere met with the Workplace Scheduling Taskforce, a group consisting of advocates and business owners looking to discover solutions to lacking predictability in many San Franciscans work schedules. Ms. Laferriere spoke about employer best practices regarding predictability.

Ms. Laferriere is working with the Office of Labor Standards Enforcement (OLSE) and the Human Rights Commission to develop an outreach and evaluation plan for the Family Friendly Workplace and Fair Chance Ordinances.

Ms. Laferriere has also joined a committee strategizing around outreach and evaluation of AB 241, the Domestic Workers Bill of Rights. California is the third state to grant basic worker protections, including overtime, to domestic workers. Within the state, San Francisco has the second largest population of domestic workers. The vast majority of these workers are women, and many are immigrants.

D. Gender Analysis

Ms. Laferriere performed follow up with the Fire Department following its presentation to the commission in April. She has also provided technical assistance to the Department of Animal Care and Control and the Department of Children, Youth and Their Families in preparation for the May commission meeting.

E. Healthy Mothers Workplace Coalition

On Mother's Day, the Healthy Mothers Workplace Coalition launched year two of its award for excellence in maternal health and equity. In 2013, 18 local companies were honored for having family-friendly policies such as lactation accommodations, leaves of absence and flexible work arrangements. The Healthy Mothers Workplace Coalition is now accepting submissions for the 2014 award, giving employers in San Francisco the opportunity to showcase policies that support families while strengthening workplaces. The Department assisted with outreach, connecting with at least 5,000 advocates and businesses in the Bay Area.

F. San Francisco Regional Summit on Working Families

The Department participated in the regional Summit on Working Families taking place at the Milton Marks Auditorium on Tuesday, May 27. The focus of this event is to set an agenda for a 21st century workplace to be followed at the June White House Summit on Working Families. I am very excited to report that I have been invited to participate in the White House Summit on Working Families on June 24.

G. Global Network for Women and Girls

The Global Network for Women and Girls is a new entity designed to bring together women and girl-serving organizations in the San Francisco Bay Area that work internationally. The Steering Committee is composed of Global Women's Leadership Network's Michelle Swenson, Global Fund for Women's Jane Sloane, Women's Funding Network Annie Wright, and Let Girls Lead's Denise Dunning. I participated in a day-long

retreat on May 8 where we clarified our near term goals. This Network will be very important in our “Cities for CEDAW” campaign.

II. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

Our VAW Partner Agencies continue to provide vital violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. To date our Violence Against Women Partner Agencies have spent approximately \$2.7M or 84% of grant funding. As we near the end of the fiscal year, Partner Agencies are working to spend down contract balances and continue to meet program goals and deliverables.

We received good news from the Paul Henderson, Deputy Chief of Staff for Public Safety in the Mayor's Office that there would be no reductions to the Department's Violence Against Women Grants Program for the upcoming fiscal year. The early announcement, made at the annual Mother's Day Press Conference, about the Mayor's budget and his commitment to the Department's violence prevention programs is welcome and very good news for the Partner Agencies.

Carol Sacco has sent out the required Grant Agreement documents, including grant plan and budget documents to Partner Agencies, and they have been asked to prepare Grant Plans based on the current level of funding, almost \$4.2 million. Once signed Grant Agreements will be sent to our City Attorney for review and signature, and then to our accountant for encumbrance. Grant Agreements will be in place for a July 1, 2014 start date and will commence June 30, 2015.

1. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

As part of the ongoing Citywide Fiscal and Compliance Monitoring Committee work City departments are in the process of conducting site visits, and reviewing self-assessments of non-profits. Approximately 200 non-profit contractors will undergo a self-assessment or site visit as part of the Citywide Fiscal and Compliance monitoring efforts. Ms. Sacco has conducted site-visits of La Casa de las Madres, Asian Pacific Islander Legal Outreach (APILO) and the Arab Cultural and Community Center, and Mujeres Unidas y Activas has completed a self-assessment. Ms. Sacco will also participate in the monitoring of a number of shared non-profit contractors.

2. Community Needs Assessment

The Community Needs Assessment is proceeding as planned. ETR is currently in the survey phase of the process and has recruited the target number of interview and focus group participants consisting of service provision staff, administrators, and program clients. While ETR will continue collecting data throughout this and next month, they report their findings thus far as already rich and deeply informative. They anticipate completing the project as scheduled by fiscal year end close.

3. Annual Mother's Day Press Conference

On Friday, May 9, the Domestic Violence Consortium hosted the annual Mother's Day Press Conference with Board President David Chiu and members of the Board of Supervisors at City Hall. We heard from a number of our Partner Agencies about the vital services they provide to the community and the importance of ongoing support. We also heard from the Mayor's Office, members of the Board of Supervisors, and Commission President Kirshner-Rodriguez that one homicide is one too many, and that we need to continue to work towards eliminating violence in our communities.

B. Justice & Courage Oversight Panel

Policy fellow Grace Fisher compiled a comprehensive final evaluation of the Justice and Courage Oversight Panel, a first draft of which was circulated and discussed at the Justice and Courage Oversight Panel meeting on April 30, 2014. At the meeting, the committee also voted to continue its work as a subcommittee of the Family Violence Council. There will be a meeting on June 4, 2014 to discuss further the report.

C. Family Violence Council

Policy Fellow Kristin Snell has completed a draft of the *2012 and 2013 Report on Family Violence*. She gave a presentation on May 21 before the Family Violence Council. Stakeholders will be providing input for the draft which is expected to be finalized in the fall.

D. Human Trafficking

1. Mayor's Task Force on Human Trafficking

Minouche Kandell staffed a meeting of the Mayor's Task Force on Anti-Human Trafficking on April 23, 2014 and of the Child Sex Trafficking Committee of the Mayor's Task Force on Anti-Human Trafficking on May 14, 2014. We have put together a summary of the first year's accomplishments of the Mayor's Task Force, as well as a proposal to fund a 24 hour emergency response to commercially, sexually exploited youth.

2. Sex Buyer Demand Contract

Minouche Kandell is a participant in a new project, funded by Hunt Alternatives, to address sex buying in San Francisco. The project is staffed by a consultant, Amanda Berger, and has three main components: (1) updating the curriculum for the Sex Buyer program utilized by the District Attorney's office for persons arrested for sex buying; (2) working on a trafficking prevention curriculum for middle school students; and (3) a public education campaign.

D. Department Head Meetings

On April 18, 2014, the Department met with Police Chief Suhr, along with representatives of the Domestic Violence Consortium, Adult Protective Services, the Goldman Institute, and San Francisco Women Against Rape, to discuss the police department's response to rape kit testing, elder abuse investigations, and policies around referring families where children witness domestic violence to Child Protective Services.

E. Domestic Violence Training at the Department of Child Support Services

On May 20, 2014 and May 22, 2014, Minouche Kandel conducted a series of four three-hour trainings on domestic violence and child support enforcement for approximately 80 staff at the Department of Child Support Services. The trainings were co-taught by staff from the Riley Center, Women Against Rape, and the Sheriff's Department Resolve to Stop the Violence Project.

F. Legislation

Minouche Kandel presented to the city's State Legislation Committee on AB 2035 (Chesbro), dealing the child welfare system and commercially sexually exploited youth, and AB 1653, dealing with domestic violence and the CalWORKs system. The committee voted to support AB 2035 and is revisiting AB 1653 at its next meeting due to concerns from the Human Services Agency.

III. Human Rights of Girls in Education and Social Services**A. Children's Fund Renewal**

The Department has continued to follow and influence the drafting of the Children and Youth Fund language which will go before voters in November. The Department and the Alliance for Girls were successful in securing inclusion of the following two gender-responsive revisions: first, ensuring "children are provided with gender-responsive and culturally-competent services" is now listed as a goal of the fund; and second, "Services responsive to issues of gender, sexual orientation, and gender identification, including, but not limited to, services to address the needs of girls and LGBTQ communities" is listed as one eligible use for monies from the fund. The Department will continue to push for inclusion of other items identified as critical for ensuring a more gender-equitable product.

IV. Outreach**A. San Francisco State University School of Social Work**

San Francisco State University School of Social Work faculty and staff met with President Leslie Wong on May 5th to discuss a strategic plan of growth that proposes a 200% expansion of the SSW student body over the next six years. Currently, the SSW is only able to admit 25 prospective MSW students each year of the 400-600 that apply, and 25 undergraduates into their BASW program. The Community Advisory Board will reconvene later this quarter to continue advocating for this necessary growth.

B. Community Training / Outreach

On May 2, 2014, Minouche Kandel presented on human trafficking to a group of 20 high school students from the Drew School. On May 8, 2014, Minouche presented to 30 members of the "Blue Stocking Salon" as part of a panel on human trafficking.

V. Department Budget & Administration

1. Staffing

Please join me in welcoming Iris Wong as Executive Management Assistant for the Department. We are very excited to have her join the staff in this new role.

We are currently recruiting for a part-time Senior Development Manager. The job announcement is available on our website. The deadline for applications is tomorrow, May 29.

2. Budget Proposals to Mayor's Office

Department staff met with our budget analyst on May 1, 2014, to discuss two proposals to emerge from our work with Justice and Courage and the Mayor's Task Force on Anti-Human Trafficking. The proposal from the Justice and Courage Housing and Domestic Violence committee was to fund two domestic violence advocates to be located on-site at the San Francisco Housing Authority. The Mayor's Task Force on Anti-Human Trafficking proposal was to fund a community agency to provide a 24 hour response to commercially, sexually exploited youth. The Mayor's full budget proposal will be released on or before June 1. The Department is slated to go before the Board of Supervisors Budget Committee on June 16.

B. Summer Internship Program

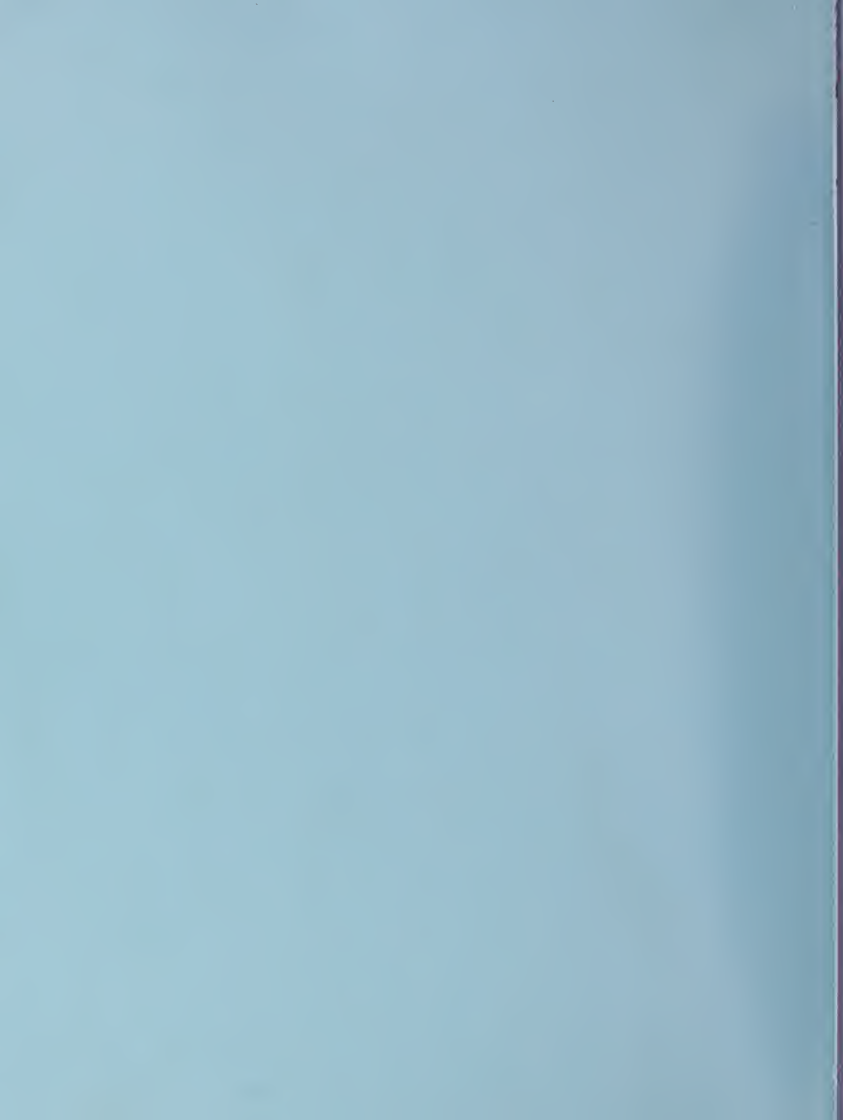
We are excited to welcome four summer interns to the office in June. We welcome Sarah Scriven, a junior at Duke University, Eva Morgenstein, a sophomore at Smith College, Emma Willimas-Baron, a junior at Reed College, and Celia Mae Flinn, a sophomore at Claremont McKenna College. They will be in the office Monday through Thursday, and I encourage you to stop by and meet them. As well, they will be asked to attend the June Commission meeting and introduce themselves to you.

IV. Calendar

Meetings of the Commission (COSW) and Department are in *italics*. Events are in San Francisco unless otherwise noted.

Sat, May 31	Homeless Prenatal Program's Open House – 25th Anniversary Celebration, 2500 18 th Street, www.homelessprenatal.org .
Wed, June 4	<i>Justice and Courage Oversight Panel, 9 – 11 am, City Hall, Room 408</i>
Mon, June 16	<i>Board of Supervisors Budget First Hearing, 9 am – 3 pm(?), City Hall, Board of Supervisors Chambers</i>
Thurs, June 19	Protecting Women's Rights: Training in Human Rights Law & Advocacy, 9 am – 5 pm, 200 McAllister Street, Alumni Reception Center, www.bit.ly/19June2014 .
Mon, June 23	White House Summit on Working Families, Washington, DC
Wed, June 25	<i>Board of Supervisors Budget Second Hearing, 9 am – 3 pm(?), City Hall, Board of Supervisors Chambers</i>
Wed, June 25	<i>COSW Meeting, 4 – 6 pm, City Hall, Room 408</i>

<i>Wed, July 23</i>	<i>COSW Meeting, 4 – 6 pm, City Hall, Room 408</i>
<i>Fri, Aug 8</i>	<i>Gum Moon – Asian Women’s Resource Center 30th Anniversary Dinner, www.gummoon.org.</i>
<i>Wed, Aug. 20</i>	<i>Family Violence Council, 3 – 5 pm, 400 McAllister Street, Room 617</i>
<i>Wed, Aug 27</i>	<i>COSW Meeting, 4 – 6 pm, City Hall, Room 408</i>
<i>Wed, Sept 17</i>	<i>COSW Meeting, 4 – 6 pm, City Hall, Room 408</i>
<i>Wed, Oct 22</i>	<i>COSW Meeting, 4 – 6 pm, City Hall, Room 408</i>
<i>Wed, Nov. 19</i>	<i>Family Violence Council, 3 – 5 pm, 400 McAllister Street, Room 617</i>
<i>Fri, Nov 21</i>	<i>COSW Strategic Planning Session, 8 – 4 pm, Location: TBD</i>
<i>Wed, Dec 17</i>	<i>COSW Meeting, 4 – 6 pm, Location: TBD</i>





*San Francisco Commission on the Status of Women
Resolution Recognizing the 40th Anniversary of Equal Rights Advocates*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Equal Rights Advocates was founded 40 years ago, in 1974, by Nancy Davis, Mary Dunlap, Wendy Williams, and Joan Graff, who launched a Supreme Court challenge to end discrimination against pregnant workers, eventually winning passage of the Pregnancy Discrimination Act in 1978; and,

WHEREAS, Equal Right Advocates has become one of the nation's leading civil rights organizations dedicated to ensuring equality in girls' educational experience, combating sex discrimination in the workforce, and advocating for workplaces hospitable to working families; Equal Rights Advocates has earned its reputation as an organization of visionary leaders, fearless advocates, and resolute litigators for justice through seminal gender rights cases, such as the lawsuit against Wal-Mart in San Francisco on behalf of thousands of women employees at store locations alleging that the company's pay and promotion practices discriminate against women because of their sex; and,

WHEREAS, As the Executive Director of Equal Rights Advocates, Noreen Farrell who has committed her career to social justice is recognized as one of the leading women in law; additionally, she plays a leadership role in both California and national coalitions, providing invaluable advocacy for the development of policies and legislation to support women and girls and their families;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women congratulates Equal Rights Advocates on the occasion of its 40th anniversary of the Equal Rights Advocates, expresses its deepest appreciation to Noreen Farrell for her commitment to gender equality, and wishes Equal Rights Advocates continued success.

Nancy Kirshner-Rodríguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
May 28, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing Cynthia Vasquez*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Cynthia Vasquez has served as Executive Coordinator of the Department on the Status of Women since 2006, performing broad and varied duties as the Commission Secretary, Executive Assistant to the Executive Director, and office manager/receptionist for the Department; and,

WHEREAS, In addition, she served on numerous city-wide committees in a variety of capacities, including Recycling Coordinator, and department representative to the ShapeUp San Francisco committee to promote healthy choices and regular exercise among city employees; through this work, she maintained a strong network of colleagues in other city departments; and,

WHEREAS, Ms. Vasquez handled many logistical duties related to annual Department events such as the One Billion Rising Dance Action on Valentine's Day, Women Making History Month Awards Ceremony at City Hall every March, the Women's Human Rights Awards luncheon in the fall, and many other events throughout the year; during her tenure, she also supervised a number of high school interns and trained them to complete basic administrative tasks;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Cynthia Vasquez for her years of service to the Commission and Department, and extends its best wishes to her on her future endeavors.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
May 28, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing David Assmann
Upon His Retirement from the Department of the Environment*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, David Assmann has served as Deputy Director of the Department of the Environment since 2000 and, in this capacity, coordinated the landmark gender analysis of the relatively new department which, at the time was composed of 13 staff members with a budget of \$1.6 million, now 60 staff with a budget of \$18 million; and,

WHEREAS, The intention behind selecting the relatively new department for gender analysis was to ensure that, as it grew, the Department of the Environment would expand its staffing, programming, and budget in gender sensitive ways; and, this goal has been fulfilled according to gender analysis update reports furnished by Deputy Director Assmann in 2002, 2006, and 2009; and,

WHEREAS, In recognition of Deputy Director Assmann's leadership in ensuring a gender equitable workplace, and his outstanding record of environmental achievements as a founding Board Member of the state-wide California Product Stewardship Council, a member of the coordinating committee for Green Cities California, a coalition of ten of the largest local jurisdictions in California working together on environmental and sustainability initiatives, and chair of the Bay Area Working Group of cities and counties responsible for organizing and implementing the "Save Money and the Environment Too" waste prevention campaign in the San Francisco Bay Area which won 10 national and state awards, he received the 2012 CEDAW Women's Human Rights Award for the Environment;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to David Assmann for his extraordinary contributions to improving the lives of all San Franciscans and wishes him well as he embarks on his retirement and its unending opportunities for hiking, bird watching, and writing.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
May 28, 2014*



*San Francisco Commission on the Status of Women Resolution
Recognizing the 35th Anniversary of Communities United Against Violence*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Since 1979, Community United Against Violence has worked with the Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning communities to strengthen and build community with a mission to transform violence and oppression, and support healing and leadership of those impacted by abuse, and continues today as the nation's oldest LGBTQ anti-violence organization; and,

WHEREAS, Following the 1979 assassinations of Mayor George Moscone and Supervisor Harvey Milk, and in the wake of police attacks and brutality on LGBTQ people, CUAV organized to promote community safety in San Francisco's Castro District through the development of a "Safety Whistle Campaign" and a gay and lesbian speakers bureau for outreach to the public schools; and, in the 1990s CUAV launched TransAction, partnered with the Ella Baker Center for Human Rights, to organize against ongoing police violence towards transgender people; and,

WHEREAS, Building on the philosophy of empowering and developing leadership through the delivery of ongoing support services, CUAV continues to play a vital role in the community, day-in and day-out, as part of a larger social justice movement; and,

WHEREAS, In 2014, Community United Against Violence celebrates its 35th anniversary as a comprehensive community service organization that empowers individuals to work collaboratively and collectively towards truly safe communities where everyone can thrive;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Community United Against Violence for providing 35 years of support to the LGBTQ community, and wishes them continued success.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

May 28, 2014



*San Francisco Commission on the Status of Women Resolution
Recognizing the Tina Shum Upon Her Retirement from Cameron House*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Tina Shum has demonstrated an exceptional commitment to social service and to the community throughout her 33 years at Donaldina Cameron House as the Domestic Violence Case Manager, working with women and children experiencing family violence and human trafficking; and,

WHEREAS, Established in San Francisco Chinatown in 1874, Donaldina Cameron House assisted thousands of women and girls who were smuggled into the United States, and continuing the legacy and the philosophy of Donaldina Cameron House, Mrs. Shum worked daily to empower people to fully participate in creating a healthy society by creating a safe and nurturing environment through counseling, group support, and crisis intervention, and active involvement in the community through leadership development, education, and advocacy; and,

WHEREAS, Mrs. Shum utilized her skills, knowledge, and understanding of the Chinese language and culture to assist clients and anyone who walked through the Cameron House doors, always greeting visitors with a warm and inviting smile; and

WHEREAS, Mrs. Shum has been a passionate and tireless leader in the community, who has used her strong faith, to assist low-income, Asian immigrants, youth, and families in San Francisco, by providing them with a chance to live healthy wholesome lives;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Tina Shum for her dedicated service to Donaldina Cameron House and the communities of San Francisco, and wishes her best wishes upon her retirement.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

May 28, 2014



San Francisco Commission on the Status of Women Resolution Urging All Efforts to Release the Abducted Nigerian Schoolgirls

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, On the evening of April 15, 2014, more than 300 girls were kidnapped from their boarding school in Chibok, Nigeria by a militant group ideologically opposed to western education and the education of girls; and,

WHEREAS, One month later, 276 of these girls remain in captivity, with the world fearing that the school-aged girls are being forced to marry their captors or are being sold off into slavery; and,

WHEREAS, For girls around the world, education is a most critical lifeline, a tool not just for delaying marriage, bolstering economic independence and decreasing unplanned pregnancies, but also for escaping poverty and creating better opportunities for themselves, their families and their communities; and,

WHEREAS, According to Article 10 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international treaty which Nigeria ratified in 1985 without reservations, State Parties are required to take all measures to ensure equal rights of girls with boys in the field of education; and,

WHEREAS, Currently, only 1 in 10 of Nigeria's 14 million girls will finish secondary school, and in the north, where Chibok is located, only 1 in 20 will finish secondary school and the majority of girls will be married before age 16 and enter into motherhood within the next year;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women joins the international community in demanding the release of the abducted Nigerian girls, supports Amnesty International's "Bring Back Our Girls" campaign, and urges the world's nations and individuals to recognize the fundamental human rights of all girls and women, including the right to an education.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

May 28, 2014



*San Francisco Commission on the Status of Women
Resolution Recognizing Renee Golanty-Koel*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

Whereas, Dr. Renee Golanty-Koel, Professor Emerita of Education at California State University, Sacramento, is an activist scholar and teacher, passionate mentor to young girls and life-long community advocate for women, children and families who began her career as a public school teacher, later receiving a Ph.D. in Curriculum & Instruction/Educational Psychology from UC Berkeley in 1977 and implementing the first multicultural course for elementary and secondary public school teachers and administrators; at the California State University, Sacramento, she was a highly respected expert on adolescence, in areas ranging from gender differences to school and family issues of minority students to designing culturally appropriate needs assessments for high school students; and,

WHEREAS, Dr. Golanty-Koel served on the Board of Directors of the American Association of University Women, San Francisco Chapter, where she contributed to Tech Trek, AAUW's residential math and science camp for 7th grade girls, and directed the "Sister to Sister" afterschool enrichment program for disadvantaged middle school girls and invested hundreds of hours of her time to tutor these girls, who excelled in high school and successfully moved on to college; and,

WHEREAS, Dr. Golanty-Koel contributed her talents to the work of the Commission through her involvement in the 5th World Conference on Women Steering Committee, as an advisor to the 2012 Girls Report, and an active member of the Friends of the Commission on the Status of Women;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Renee Golanty-Koel for her numerous contributions to gender equality, through her exceptional career in academia, her dedication to the American Association of University Women, and her contributions to the work of the Commission.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
May 28, 2014*



Submitted by:	The Honorable Edwin M. Lee Mayor of San Francisco	The Honorable Eric Garcetti Mayor of Los Angeles	The Honorable Mary Ann Lutz Mayor of Monrovia, CA
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**IN SUPPORT OF CITIES FOR CEDAW INITIATIVE AND ENCOURAGING CITIES TO
IMPLEMENT THE PRINCIPLES OF THE UN CONVENTION ON THE ELIMINATION OF ALL
FORMS OF DISCRIMINATION AGAINST WOMEN.**

WHEREAS, The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations General Assembly on December 18, 1979, became an international treaty as of September 3, 1981, and 186 UN member nations, have agreed to be bound by CEDAW's provisions; and

WHEREAS, CEDAW provides a comprehensive framework for governments to examine their policies and practices in relation to women and girls and to rectify discrimination based on sex against half the world's population; and

WHEREAS, Although women have made major gains in the struggle for equality in most fields, much more needs to be accomplished to fully eradicate discrimination based on sex and to achieve one of the most basic human rights, equality; and

WHEREAS, The United States is the only industrialized nation to not yet ratify CEDAW; and

WHEREAS, It has been almost 40 years since the first UN World Conference on Women and almost 20 years since the historic Beijing Platform for Action; and

WHEREAS, CEDAW has proven effective in many nations as a mechanism to advance gender equality, and

WHEREAS, many Communities and States have called for ratification of CEDAW by the United States Congress, and

WHEREAS, San Francisco became the first city in the world to adopt an ordinance reflecting the principles of CEDAW in 1998; and Los Angeles followed in 2004 and

WHEREAS, Cities for CEDAW was launched at the United Nations Commission on the Status of Women in March 2014; and

WHEREAS, A local CEDAW resolution or ordinance seeks three standards; a gender analysis of city departments and commissions, an oversight body to ensure that appropriate and timely actions are taken; and funding to support the implementation of the principles of CEDAW; and

WHEREAS, City and County governments have an appropriate and legitimate role in affirming the importance of international law in communities as universal norms and to serve as guides for public policy;

NOW, THEREFORE, BE IT RESOLVED, the United States Conference of Mayors urges cities across the United States to join San Francisco and Los Angeles; participate in the Cities for CEDAW initiative and pass local resolutions or ordinances reflecting the principles of CEDAW

Projected Cost: Unknown





Mary Burns

In 2005, Mary met a young man from Malawi, heard about the plight of his people, and felt compelled to help him in his efforts to provide a better life for his people through education. She and her husband, Bob, started the Kasimu Education Fund (KEF), a 501C3 nonprofit NGO. Based on the UN Millennium Development Goals, KEF built classrooms for the Kasimu elementary school, provided scholarships for high school and college, and started a daily food program at the schools. KEF introduced a micro-loan program to empower the people to initiate and own their own development. She is a graduate of the University of Santa Clara's *Global Woman's Leadership Network*.

In March 2014, Mary and Bob Burns joined the San Francisco Bay Area Delegation for the 58th Forum of the Committee on the Status of Women, New York. She sponsored a panel and presented on the importance of primary education in developing countries. Her presentation inspired a group of teens to offer help in organizing fundraisers for KEF.





City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

Gender Analysis Questions

In 1998, San Francisco became the first city in the world to enact a local ordinance reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women, an international bill of rights for women. The CEDAW or Women's Human Rights Ordinance (San Francisco Municipal Code Administrative Code §12K.1) calls on City and County of San Francisco departments to conduct a gender analysis of their budgets, services and employment practices. Please answer the following questions as best you can. We are more interested in highlighting best practices or policies that may need to improve than we are on a detailed report on any of these topics. If you have prepared a gender analysis in the past, please feel free to reference and update it here using these questions as a guide.

Budget

Per the CEDAW Ordinance, the department should show initiative in identifying and reflecting needed interventions to address gender gaps in department policies, plans, resource allocation, and budgets. Department should also establish policies and undertake proactive efforts to assure participation by women, both as employees and beneficiaries, in budgetary decision-making.

- 1) Explain how data collection practices help the department determine the most pressing issues faced by women and girls in San Francisco. Is the data disaggregated by social characteristic such as race, age, ethnicity, and sexual orientation? How is the data collected, who is analyzing it for its gender impact, and how is that analysis impacting actual policy and budget decisions?
- 2) Who provides input during the budget-making process? What role do women (both as beneficiaries and department employees) play in the budget-making process?
- 3) Using disaggregated data, highlight two or three of the intended beneficiaries of the department's programs. Who needs the service funded by these budget items? Who receives the benefits from the service?

Service

Per the CEDAW ordinance, the department should recognize the different impact that its services can have in women's and men's lives, and work to ensure the equitable design and delivery of those services. It should also track these different impacts through the collection and analysis of disaggregated data, making sure to note which programs and services are specifically targeted to women and girls and what portion of the department's attention and budget they are receiving.

- 4) What are the three most pressing issues do women recipients of the department's services face? What programs are helping impact these areas? Are these programs at risk of losing their funding?
- 5) How are gender equality and gender equity integrated into the process of evaluating the department's programs and services? What performance measures are now used to help the department track if it is doing its work in gender-equitable ways?

Employment

Per the CEDAW ordinance, the department should implement and enforce policies for the workplace that eliminate gender discrimination in pay, recruitment, and promotion, in addition to enabling work-life balance, supporting career development, ensuring equitable participation in management and governance, and securing high standards of health and safety for all female employees.

- 6) What are the top three classifications of the department's female employees? Male employees? Please describe by age and race. Are women concentrated primarily in certain jobs or at certain levels within the organization?
- 7) Does the department have a mentorship or sponsorship program that actively seeks out women to develop their career and prepare them for managerial and other leadership positions? Are women participating in these career development and training programs? If not, what barriers to participation might exist and how can these be removed?
- 8) Does the department emphasize the recruiting of racially diverse women and girls for participation in internship and entry-level positions? What concrete steps has the department taken to recruit racially diverse women for all levels of employment?
- 9) What types of work-life balance policies does the department promote such as flexible work options, workforce exit and re-entry opportunities, and access to family leave and childcare? Does the department have data by gender, race, age, and classification of those who take advantage of each of these work-life balance policies?



Maria Su, Psy.D.



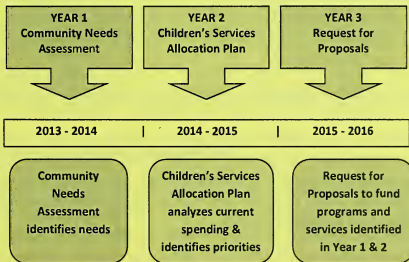
Edwin M. Lee

**SF Department of Children Youth & Their Families
2014 Gender Analysis Update
May 2014**

Mission: The mission of the Department of Children, Youth & Their Families (DCYF) is to ensure that families with children are a prominent and valued segment of San Francisco's social fabric by supporting programs and activities in every San Francisco neighborhood.

Community Needs Assessment

DCYF manages the Children's Fund and the overall planning for children's services through a three-year planning cycle. The Community Needs Assessment (CNA) is the first step of the planning cycle, and identifies the needs of youth and families in San Francisco. Data collected in the CNA is subsequently used to inform the Children's Services Allocation Plan (CSAP) which, in turn, informs the Request for Proposals for services.



Community Needs Assessment Process

Per the requirements in the Children's Amendment, DCYF is required to solicit input from various stakeholders in the community, including youth, parents and providers. In addition, DCYF is required to



Maria Su, Psy.D.



Edwin M. Lee

consult with various City Departments, including the Commission on the Status of Women. Upon completion, DCYF will present a draft of the CNA for review and comment to the Board of Supervisors.

The CNA is intended to be a broad document that spans many issues across San Francisco. Because of DCYF's limited staff capacity to conduct its own data analysis, it looks to experts in San Francisco to provide insight into various issues. For example, we look to the Department of Public Health (DPH) to inform us about what they see as the critical health issues, the Human Services Department (HSA) to identify economic disparities and the Department on the Status of Women (DOSW) to help us understand critical issues for girls and young women.

DCYF last conducted the CNA in 2011 during which extensive analysis was conducted that spanned youth aged 0-24. We did not conduct a gender analysis at the time, which should have been done. The 2011 CNA informed the CSAP, which in turn, informed the funding strategies for FY 2013-2016. In the table below please find participation for girls and boys in DCYF-funded programs by funding strategies from Fiscal Year 2012-2013.¹

In Out-of-School time programs for children and youth in grades K through 8, the gender distribution reflects the breakdown of girls and boys in SFUSD for this age group. Programs funded in this strategy are primarily comprehensive school-based and community-based afterschool programs. Participation in these programs is generally determined by the parent. In our programs that serve high school students such as Teen, Youth Workforce and Wellness programs, we served a larger share of girls when compared to the gender breakdown in SFUSD or the City overall. For these programs, the youth generally makes the decision to participate.

Violence Prevention and Intervention programs are designed to serve youth in or highly at-risk of becoming involved in the juvenile justice system, and serve a higher percentage of boys. The greater number of boys participating in these programs reflects the much higher presence of boys in the juvenile justice system. As noted in the table below, over 70% of the referrals made to the juvenile justice system are for boys, and over 75% of the resulting bookings are for boys. When we look at programs that serve youth in the justice system *as well as* youth highly at-risk of becoming involved, we see that girls make up 45% of the program population.

¹ Please note that we do not have data on FY 2013-2014 as the year has not yet come to a close. However, given that the composition of DCYF's current grant portfolio is not remarkably different from FY12-13, there is nothing that would lead us to believe that fewer girls will have been served when FY13-14 closes.



Maria Su, Psy.D.



Edwin M. Lee

Although the table below shows a gender breakdown in DCYF-funded programs that reflect the City overall or the system targeted, DCYF recognizes that the needs and/or interests of girls and boys sometimes differ. Although DCYF will continue its commitment to gender-specific programming (see page 6 below for current girl-specific programs), we will use findings from the 2014 Youth Vote Survey, Provider Survey and other data collected as part of the 2014 CNA to inform gender-specific priorities for future funding.

Program Participation by Gender for DCYF-funded Programs				
DCYF Funding Strategy	Females (N/%)		Males (N/%)	
Out-of-School time programs for youth, grades K-8	13,960	48%	15,045	52%
Teen & Youth Empowerment programs for youth, grades 8-12	2,506	56%	1,999	44%
Youth Workforce programs for youth, ages 14-21	1,691	51%	1,595	49%
High School Wellness Centers	3,831	53%	3,462	47%
Violence Prevention & Intervention	1,588	45%	1,941	55%
Violence Prevention & Intervention programs for youth in detention or alternatives to detention	392	30%	933	70%
<i>Gender breakdown for DCYF-funded programs</i>	<i>23,968</i>	<i>49%</i>	<i>24,875</i>	<i>51%</i>
Gender Breakdown for City, SFUSD and other City Systems				
Data Source	Females (N/%)		Males (N/%)	
2010 Census, youth ages 5-18	35,527	49%	36,794	51%
SFUSD students in grades K-8, SY 12-13	18,738	49%	19,888	51%
SFUSD students in grades 9-12, SY 12-13	8,548	47%	9,796	53%
Unduplicated count of referrals to JPD, 2012	298	29%	732	71%
Unduplicated count of bookings, 2012	103	22%	358	78%
Youth involved in foster care system, July 2013	534	50.2%	530	49.8%

2014 Community Needs Assessment Data Collection

As referenced above, DCYF's aim with the CNA is to provide a comprehensive picture of the wellbeing of all children, youth and their families. The needs that are identified in the CNA are broad and often overlapping, and it can be a challenge to frame the issues in a cohesive and useful document. We have found that effective CNA's organize data by topic or issue area (i.e., safety, education), followed by further exploration of the issues impacting specific age groups, races/ethnicities, genders and other detail. When there are disparities between groups, our plan is to highlight these disparities within each chapter.

Some of our data collection efforts will enable us to analyze responses by gender and race. The May 2012 Report, *An Update on Girls in San Francisco: A Decade of Success and Challenges*, will help guide



Maria Su, Psy.D.



Edwin M. Lee

DCYF's analysis of the data that we gather from our city partners and San Francisco Unified School District.

Where possible, DCYF is pleased to partner with the Department on the Status of Women. We received helpful input from DOSW on questions in our provider survey which was distributed to 500+ providers. We also appreciate DOSW connecting DCYF with the Alliance for Girls who helped us frame a provider-specific focus group and accompanying middle-school girl's focus group. Moving forward, if we develop any additional survey or interview instruments for the CNA, we would be happy to have DOSW review them. However, at this time we don't plan to do any additional surveying.

When DCYF nears the completion of the draft CNA, we plan to hold additional meetings with experts in the field such as DOSW to respond to the data we have gathered. Though we are still working out the details of those meetings, we could explore asking community stakeholders to reflect on the gender disparities that are addressed in the CNA.

A complete list of the data collection activities and gender-specific analysis can be found at the end of this document.

Community Needs Assessment Analysis and Findings

DCYF will look across all of the data collected from surveys, focus groups, census tract, internal evaluations and other City departments to identify trends for children and families. Where possible, staff will explore how gender plays a role in various outcomes for children and youth. For example, we can examine outcomes by gender as we look at high school graduation rates, citations and bookings within the Juvenile Justice System or health outcomes. In addition, we will use the information gathered during our gender specific focus groups to enhance the findings in our survey and other evaluation sources.

Direct and Indirect Services for Girls/Young Women

The information in this section of the report responds to specific questions regarding the direct and indirect services for girls and young women by DCYF.

Pressing issues facing girls

Issues that girl recipients face in San Francisco vary by age and by community. As the May 2012 Report, *An Update on Girls in San Francisco: A Decade of Success and Challenges* highlighted, there are several trends that are impacting girls citywide, such as disproportionately high rates of African American and Latino girls in foster care and the juvenile justice system, and low enrollment in STEM-focused classes. In



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recent conversations with providers working in communities impacted by violence, we have heard that there has been an increase in the number of girls engaging in violence, and that girls continue to be challenged with managing relationships with young men and their families.

In May 2014, DCYF's issued a survey to its grantees as part of the CNA data collection process. The survey included two questions that specifically addressed young women: (1) What do organizations feel are the greatest needs for young women in San Francisco? and (2) What types of programming might help address these needs? Preliminary data from this survey is outlined below.

Preliminary Data from 2014 Provider CNA Survey		
Age group served by provider	Unique Needs Facing Young Women	Types of Programming Suggested to Better Serve Young Women
Ages 6-13	• Self-confidence and improved body image • Grooming and personal hygiene • Ways to address violence and safety issues • Ways to address bullying • Sexual health education • Increased STEM learning opportunities • Positive role models and mentors	• STEM opportunities • Physical education opportunities • Mentoring • Programming that encourages leadership and helps young women build self-esteem
Ages 14-17	• Self-confidence and improved body image • Grooming and personal hygiene • Ways to address violence and safety issues • Sexual health and pregnancy prevention education • Support with relationships • Positive role models and mentors	• Career training and college preparation • Mentoring • Sexual health and pregnancy prevention education • Programming that encourages leadership and helps young women build self-esteem
Ages 18-24	• Support with relationships • Childcare • Assistance obtaining GEDs • Assistance obtaining meaningful employment	• College preparation • Job training programs and paid internships • Mentoring

**a smaller number of providers reported serving women ages 18-24.*



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Funding to girl-specific programs

Currently, more than \$2 million in grant funding goes to girl-specific programs including programs such as GIRLS 2000 & Multi-support Services for Girls (Hunters Point Family), On the Rise (GirlVentures), Oasis for Girls (Tides Center), Just for Girls Middle School Club (YMCA Bayview Hunter's Point), Women Rising (Community Works), Sisters on the Rise and Young Mothers United (Center for Young Women's Development), Females Against Violence (Horizon), Mission Girls & Young Queens (Mission Neighborhood Centers), Life Skills for Girls (Sage), Gender-responsive Re-entry and Mentoring Program for Girls (Center for Juvenile & Criminal Justice) and Gender-responsive Case Management Program (Bayview Hunters Point Foundation). In addition, DCYF funds the Wellness Center and Family Resource Center at Hilltop School to support pregnant and parenting teens (SFUSD).

None of the girl-specific programs are currently at risk of losing their funding. DCYF also funds many programs that are not identified as girl-specific programs yet serve high percentages of girls. Please refer to the data presented above for additional detail on the numbers of girls being served.

Performance measures

DCYF's performance measures are linked to the quality of services that are being funded, and are not gender specific. Our data and evaluation team tracks the differences in participation among boys and girls on the program level, and also through annual youth satisfaction surveys. To date, we have not identified any notable differences between genders in terms of participation levels, nor in the level of youth satisfaction with their program. One area that has consistently shown disproportionate participation rates by gender is within the juvenile justice system, which is serving a much greater percentage of boys.

Responding to Community-identified issues

The community frequently brings issues to the attention of DCYF which we are open to and greatly value. Typically we hear about a specific population or community, and not necessarily around a particular topic. For example, we might hear about the mental health crisis for transgender youth, the lack of employment opportunities for undocumented youth, or the disproportionate confinement for African American and Latino boys. Often, when we are contacted by a community, the issue is already population-focused and the issue we are being asked to address has already been defined by the community.



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Compliance with Charter Section 16.108 and Administrative Code Section 2A.232

DCYF will comply with the Children's Amendment Charter, and is always open to improving our process. With the 2011 CNA, it appears we did not consult with the MTA, Police, Library and COSW. We plan to reach out to those departments this year in the same way we are working with the COSW.

At the end of each funding cycle, DCYF conducts a detailed analysis of the programs that were funded, including a demographic breakdown. The analysis is shared broadly, though DCYF does not hold a formal hearing.



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**SF Department of Children Youth & Their Families
2014 Gender Analysis Update
May 2014**

CNA Data Collection Methods

As with previous CNA's, DCYF will be collecting data on the status of youth and families in San Francisco using a variety of different methods. Outlined below are the different types of data that will be collected that can capture gender-specific issues.

SURVEYS

SFUSD High School students via YouthVote (5,218 student surveys received)

- Data Collected/Purpose: Increase knowledge of the programs & extracurricular activities youth are engaged in and what they would be most interested in engaging in
- *Gender-specific analysis: Responses can be analyzed by gender*

Social service providers (distributed to 500+ providers)

- Data Collected/Purpose: What they consider the greatest needs for youth, and the needs that families identify
- *Gender-specific questions in the survey:*
 - *In your opinion, what do you see are some of the unique needs facing young women/men that you serve?*
 - *In your opinion, what programming is needed to better serve young women/men?*

FOCUS GROUPS

Providers that deliver services to girls/young women (20 participants)

- Data Collected/Purpose: Increase our understanding of the needs of middle school girls from the perspective of providers, and receive input for how to structure focus group of middle school girls.
- This focus group was held on May 6th and co-hosted with the Alliance for Girls

Providers that deliver services to boys/young men (12 providers have been invited)

- Data Collected/Purpose: Increase our understanding of the needs of middle school boys from the perspective of providers, and receive input for how to structure focus group of middle school boys.
- This focus group will be held on June 3rd from 11:00-1:00pm.

Middle School Girls (the number of groups and participants has not yet been finalized)

- Data Collected/Purpose: Increase our understanding of how middle school youth navigate life



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and what supports they would benefit from

- This focus group has not yet been scheduled but will be held in June.

Middle School Boys (the number of groups and participants has not yet been finalized)

- Data Collected/Purpose: Increase our understanding of how middle school youth navigate life and what supports they would benefit from
- This focus group has not yet been scheduled but will be held in June.

DATA REVIEW

Various City Department data (HSA, DPH, OEWD, MOHCD, JPD, DOSW)

- Data Collected/Purpose: Profile of the health and wellbeing of youth and families in San Francisco. This will be an extensive literature and data review examining many different indicators
- *Gender-specific analysis: where possible, we will look at trends by gender, such as economic disparities, juvenile detention, health outcomes, housing, and employment.*

San Francisco Unified School District data (SFUSD)

- Data Collected/Purpose: Profile of academic indicators of youth attending SFUSD that includes attendance, suspension and truancy rates, graduation rates, grade point averages and standardized test scores.
- *Gender-specific analysis: SFUSD's data system collects school attendance data which can be reported by gender at the Elementary, Middle and High School levels.*

DCYF Contract Management System (CMS)

- Data Collected/Purpose: Program participant level data such as average days/hours of programming received, location of services, and many other data points.
- *Gender-specific analysis: CMS captures demographic data so we can disaggregate it by gender.*

DCYF Evaluations

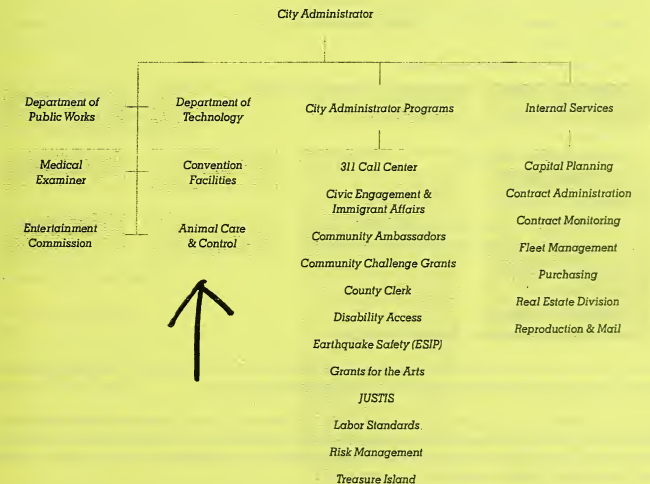
- Data Collected/Purpose: DCYF funds several evaluations that measure the links between service interventions and outcomes and that provide DCYF with recommendations for increasing the impact of City investments.
- *Gender-specific analysis: Evaluators may report patterns of participation in DCYF programming by gender; female versus male perception of programming as collected through surveys, focus groups and interviews; and the impact of gender-specific programming.*



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GENERAL SERVICES AGENCY



Considered/Addressed Issues

The commission has jurisdiction to address issues of animal abuse, cruelty, nuisance or any conditions that may directly or indirectly affect animals. The Commission's work focuses on the great variety of animals such as companion animals, wild animals, reptiles, birds, animals bred for human consumption, etc.

A few of the issues that have been addressed by the Commission include:

- » Feral cat management
- » Animal protection in domestic violence situations
- » Cat dumping
- » African Clawed Frogs in Golden Gate Park ponds
- » Incentive opportunities for pet-friendly landlords
- » Rabbit coursing
- » Spay/Neuter legislation possibilities
- » Prospects for expanding Fish & Game's representation in SF
- » Removal of elephants from the SF Zoo
- » Banning the sale of foie gras
- » Owner/guardian language
- » Pets riding on MUNI
- » Banning the sale of fur
- » Recreation & Park Department's Dog Policy
- » Humane treatment for UCSF laboratory animals
- » Live animal markets
- » Cat declawing
- » Bite-and-run legislation
- » Responsible and humane care for outdoor dogs

As an advisory body, the Commission makes recommendations to the Board of Supervisors regarding animal issues. The Board is responsible for all policy decisions and development.

Insight and announcements provided by community members aids the Commission in its work. Public participation and input at meetings are welcome. Community members may also influence public policy by writing and/or calling their Supervisors and providing further representation of the importance of the issues and circumstances facing animals in our community.

About Us

Commissioners | Enacting Legislation | Vacancies

The Commission of Animal Control & Welfare is made up of seven voting commissioners and four non-voting commission members. The voting commissioners are appointed by the Rules Committee and approved by the Mayor for two-year terms. Non-voting commission member are City employee delegates representing Animal Care & Control, the SF Police Department, the SF Health Department (seat currently vacant), and the Recreation & Park Department (attending on an as-needed basis).

Commissioners

Sally Stephens, Chair

Jennifer Mieuli Jameson, Vice-Chair

Annemarie Fortier, Secretary

Susanna Russo, Commissioner

Zachary Marks, Commissioner

Russell Tenofsky, Commissioner

Shari O'Neill, DVM, Commissioner

Department Representatives

Vicky Guldbech

Animal Care and Control

Officer John Denny

San Francisco Police Department

Park & Recreation Department

Lisa Wayne

Unoccupied seat at this time

Department of Public Health

Enacting Legislation Section 41.1

There is hereby established a Commission to be known as the Commission of Animal Control and Welfare of the City and County of San Francisco (hereafter called "Commission"), consisting of 11 members.

The Commission of Animal Control and Welfare shall consist of the Director of Animal Care and Control or his or her designated representative, seven members to be appointed by the Board of Supervisors and one city department representative member appointed by each of the following: the Director of the Department of Health or his or her designated representative, the Chief of Police or his or her designated representative, and the General Manager of the Recreation and Park Department or his or her designated representative. The members appointed by the Board of Supervisors shall be six members representing the general public having interest and experience in animal matters and one licensed veterinarian practicing in San Francisco. Each member of the Commission shall be resident of the City and County of San Francisco, except for the licensed veterinarian, who must practice in San Francisco, but who need not be a resident of San Francisco.

Voting members of the Commission shall consist only of the seven members appointed by the Board of Supervisors. The Director of the Animal Care and Control Department, the Director of the Department of

Public Health, the Chief of Police, and the General Manager of the Recreation and Park Department, or their designated representatives, shall report to the Commission regarding their respective Department's activities, and participate in general discussions before the Commission as non-voting members.

Three of the members who are first appointed by the Board of Supervisors shall be designated to serve for terms of one year and three for two years from the date of their appointment. Thereafter, members shall be appointed as aforesaid for a term of two years, except that all of the vacancies occurring during a term shall be filled for the unexpired term. A member shall hold office until his or her successor has been appointed and qualified. The Commission shall elect a chairman from among its appointed members. Any member who misses three regularly scheduled meetings of the Commission during each two year term without the express approval of the Commission given at regularly scheduled meetings will be deemed to have resigned from the Commission.

The term of office as chairman of the Commission shall be for a year or for the portion thereof remaining after each such chairman is elected. No member of the Commission shall receive compensation for serving thereon.

Not two individuals on the Commission shall be representatives, employees or officers of the same group, association, corporation, organization or City Department.

Vacancies

Four seats on the Commission are currently coming to term. If you are interested in serving on the Commission of Animal Control and Welfare, you can download an application and receive further information from the following link:

<http://www.sfbos.org/index.aspx?page=3045>

Appointments will be made for seats three, four, five, and six. All seats are to be filled by members representing the general public who have an interest and experience in animal matters. The people who fill these seats must be residents of San Francisco. The term for each of the four seats is two years.

Applications must be submitted to the Clerk of the Rules Committee as soon as possible, before Friday, May 24, 2013. (You can check with the Clerk of the Rules Committee to see if applications are still being accepted - Linda Wong, 415-554-7710.) Applications must be submitted at least ten days before the Rules Committee hearing to consider who to appoint to the Commission vacancies. The Rules Committee hearing on all applicants is tentatively scheduled for June 6, 2013. If the date of the hearing changes, we will update this website with more information as it becomes available.

For more information about the Commission, including the seats up for appointment by the Board of Supervisors in 2013, click on "Annual Listing of Active Boards, Commissions, Committees and Task Forces with Seats that are Vacant or have a term expiring during 2013" at the top of <http://www.sfbos.org/index.aspx?page=3045> under "The Maddy Act." The listing can take a long time to download. Once downloaded, go to page 24 in the document for the Commission of Animal Control and Welfare.

ACC Shelter Stats

Our Accomplishments

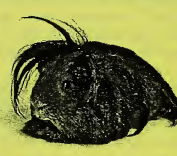
The mission of the San Francisco Animal Care & Control (SF/ACC) is to keep our community safe, as well as to protect animals from abuse, neglect, and cruelty and to provide quality care for the animals we receive in our shelter. Our goal is to place homeless animals into good, loving homes. In FY 2008-09 alone, SF/ACC saved the lives of 6,452 homeless, injured, orphaned, unwanted, abandoned, and/or mistreated companion animals. (This includes all companion animals saved, not only dogs and cats).

SF/ACC is an open admissions shelter. We accept ALL homeless, injured, orphaned, unwanted, lost, abandoned and mistreated animals, including companion animals, farm animals, exotic animals and native wildlife – every animal brought to our door is welcome, regardless of temperament or medical condition. We differ from many shelters that are limited admissions, meaning that they only accept some of the homeless animals in their community and may refuse those animals that may be difficult to place. Like those shelters, however, we will euthanize when an animal requires medical treatment beyond our ability to provide or when an animal has unmanageable behavior that presents a safety concern to potential adopters or to the community. Thus, as an open door shelter, we do not identify ourselves as “no kill” because we believe the term can be misleading.

We have made significant progress over the years. Just 15 years ago, there were 11,718 homeless animals impounded at the municipal shelter. Then, our live release rate (LRR) – calculated based on the number of the animals entering the shelter alive that leave shelter alive – was 51%. In FY08-09, we took in 9170 animals and our overall LRR was 78%. The national average LRR is reported to be in the neighborhood of 30-50%, including the majority of shelters that do not count small animals or wildlife in their live release formula (for companion animals only, ours was 86% in FY08-09).

Our progress over the years is due in significant part to an extremely devoted staff and the ongoing support of our animal welfare nonprofit partners that improve our success rate by finding suitable temporary and/or permanent homes for every pet possible. Hundreds of volunteers work with us to socialize animals in the shelter, reunite lost pets with their owners/guardians, and to assist individuals looking to add a new family member. Our nonprofit fundraising partner, Friends of San Francisco Animal Care & Control, has provided critical financial support when needed. Other key supporters in our efforts to save lives have been our local business partners, such as Pet Food Express, Pet Camp, Marina Times, Bay Woof, and Clear Channel Communications.

Today, largely due to our Adoption Agreement with the SF/SPCA, we can guarantee a placement for every dog or cat that remains healthy/adoptable, with those animals now able to remain at the shelter and receive love, care and attention for the days, weeks, months, or longer until a new home and family is found. While we have come a long way and are proud of these achievements, we still strive to accomplish more. We are adding annual statistical information to our website which will shed light on our challenges. In particular, we recognize the need to further educate the public about coexisting with local wildlife and the availability of other companion animals at our shelter. SF/ACC sincerely thanks all of our partners, our volunteers, our dedicated staff and the animal loving community of San Francisco for their ongoing support in helping us to continue improving our life saving efforts for San Francisco's animals. We could not achieve success without you!



Live Release Rate Tables, FY 2006-2007 through FY 2010-2011

Fiscal Year 2010-2011[1]

Type Of Animal	Animals In	Animals Out	Euthanized	Live Release Rate (LRR)
Dogs	2424	1907	481	80%
Cats	3158	2709	493	84%
Others	1049	730	314	70%
Total	8005	5934	2068	74%

Fiscal Year 2009-2010[1]

Type Of Animal	Animals In	Animals Out	Euthanized	Live Release Rate (LRR)
Dogs	2295	1931	335	85%
Cats	3247	2898	498	85%
Others	2730	1591	1167	57%
Total	8272	6420	2000	76%

Fiscal Year 2008-2009

Type Of Animal	Animals In	Animals Out	Euthanized	Live Release Rate (LRR)
Dogs	2161	1821	344	84%
Cats	4217	3514	541	87%
Others	1149	917	190	83%
Wildlife	1643	695	949	42%
Total	9170	6947	2024	78%

Fiscal Year 2007-2008[2]

Type Of Animal	Animals In	Animals Out	Euthanized	Live Release Rate (LRR)
Dogs	1939	1618	308	84%
Cats	3827	3234	589	85%
Others	2090	1061	839	60%
Wildlife	667	535	302	55%

Total	8523	6448	2038	76%
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[1] Due to software glitch, "Other" companion animals are currently merged with "Wildlife"-- this table will be updated

[2] SF/ACC began separating "Other" companion animals from "Wildlife" in February 2008

Fiscal Year 2006-2007

Type Of Animal	Animals In	Animals Out	Euthanized	Live Release Rate (LRR)
Dogs	2069	1641	442	79%
Cats	4315	3557	769	82%
Others	2742	1420	1350	51%
Total	9126	6619	2561	72%



Figure 1. Relationship between the number of children in a family and the probability of a child being in the labor force.

the labor force. The solid line represents the probability of a child being in the labor force, the dashed line represents the probability of a child being in the labor force, and the dotted line represents the probability of a child being in the labor force.

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

COMMISSION MEETING MINUTES

Wednesday, May 28, 2014

4 – 6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

Members Present

President Nancy Kirshner-
Rodriguez
Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Julie D. Soo
Commissioner Mary Jung

Staff Present

Executive Director Emily M. Murase, PhD
Associate Director Carol Sacco
Fiscal & Policy Analyst Stephanie Nguyen
Executive Management Assistant Iris Wong
Women's Policy Director Minouche Kandel
Legislative Director Elizabeth Laferriere
Gender Equality Principles Program Coordinator
Tara Gamboa-Eastman

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez welcomed everyone and called the meeting to order at 4:08 pm. She called for an action to amend the agenda to add a resolution for Renee Golanty-Koel.

Action: To amend agenda and add a resolution for Renee Golanty-Koel m/s/c (Gamez/Jung/Unanimous)

Action: To approve the meeting agenda as proposed. m/s/c (Gamez/Soo/Unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from April 23, 2014. m/s/c (Ackerman/Soo/ Unanimous)

III. EXECUTIVE DIRECTOR'S REPORT

Vice President Shorter arrived at 4:30 pm.

Dr. Emily Murase directed Commissioners to her written report. Below are the topics that Dr. Murase highlighted:

1. Family Friendly Workplace and Fair Chance Ordinances

Legislative Director Elizabeth Laferriere is working with Office of Labor Standards Enforcement and the Human Rights Commission to develop an outreach and evaluation plan for the Family Friendly Workplace and Fair Chance Ordinances.

2. U.S. Department of Labor Regional Summit on Working Families

Dr. Murase, President Kirshner-Rodriguez, and Ms. Laferriere have been invited to attend the White House Summit on June 23.

3. Violence Against Women Community Needs Assessment

The results of the study will be presented to the Commission in July.

4. Budget

Mayor Edwin Lee will announce the budget for FY14-15 on Monday, June 2, at 10 am.

5. Staff Changes

Iris Wong joined the Department as the Executive Management Assistant.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda

m/s/c (Soo/Jung/Unanimous)

A. Resolution Recognizing the 40th Anniversary of Equal Rights Advocates (ERA)

ERA Executive Director Noreen Farrell thanked the Commission for its partnership with ERA, and welcomed Commissioners to attend its 40th Anniversary Luncheon on Tuesday, June 17.

B. Resolution Recognizing Cynthia Vasquez

Commissioners expressed appreciation for Ms. Vasquez's service to the Department and Commission.

C. Resolution Recognizing David Assmann upon his retirement from the Department of the Environment

Deputy Director David Assmann recalled that his first assignment at the Department of the Environment was to conduct a gender analysis in partnership with the Department, and stated his hope that his successors will continue to work with the Commission.

D. Resolution Recognizing the 35th Anniversary of Community United Against Violence (CUAV)

Pablo Espinoza accepted the resolution and thanked the Commission for its support in addressing issues of violence in the LGBT community.

E. Resolution Recognizing Tina Shum upon her retirement from Cameron House

Ms. Shum expressed that it was an honor and a privilege to work within the San Francisco community, and stated that the Commission is a great partner to work with. Cameron House Director of Social Services Yolanda Kwong thanked Ms. Shum for her hard work over the past 33 years and expressed that it was an honor to work with her.

F. Resolution Urging All Efforts to Release Abducted Nigerian Schoolgirls

Linda Fadeke Richardson recognized the Commission as the first city agency in San Francisco to stand by the Nigerian community over the kidnapped school girls. She stated that she is going to take the resolution to a United Nations Association meeting, and encouraged other policy bodies to adopt similar statements.

Beverly Upton, Executive Director of the San Francisco Domestic Violence Consortium, expressed her gratitude for Ms. Shum's and CUAV's work. She also thanked President Kirshner-Rodriguez and other Commissioners for their support in expanding funding for the Violence Against Women Prevention and Intervention Grant Program.

V. DEPARTMENT GENDER ANALYSES

A. Animal Care and Control Department Gender Analysis

Director Rebecca Katz of the Animal Care & Control Department and Captain Denise BonGiovanni responded to the gender analysis questions.

Director Katz explained that the Safe Pets program provides free shelter for pets of violence survivors. In particular, the program benefits women survivors of domestic violence who may be concerned about the safety of their pets.

Per the CEDAW Ordinance, Captain BonGiovanni provided an analysis of gender, age, and ethnicity for the top 3 classifications of female and male employees. The four highest positions occupied by women are Director, Deputy Director (currently vacant), Manager, and Veterinarian: two employees are white and over 50 years of age, and one is under 50 years of age. The three highest positions occupied by men are Animal Care supervisor, Assistant Animal Care Supervisor, and Assistant Field Services Supervisor: two employees are over 50 years of age, one is white, one is Filipino, and one is African American under 50 years old.

Commissioners asked about child abuse intervention training of staff. Director Katz stated that there is a definite link between animal abuse and family violence. Her staff members are mandated to report abuse, including family violence.

The agency functions both as a public protection agency and a health and human services agency. Director Katz recognized her dedicated staff members who generally work under different conditions. She expressed that her staff are underpaid for the level of work demanded on the job. She explained that officers have the same training as probation officers and have the power of arrest and detention, but are compensated at much lower rates. Commissioners expressed interest in working on the wage disparity issue.

B. Gender Analysis of the Department of Children, Youth, and Their Families (DCYF)

Director Maria Su reviewed the update document provided to Commissioners.

She explained that this is year 1 of a 3 year process in the lead-up to the next round of funding. This year focuses on the Community Needs Assessment. She reviewed data on DCYF funding disaggregated by gender. She also reported that DCYF provides \$2 million in funding girl-specific programs.

Director Su stated that the Department is a great partner with DCYF, and provides helpful input on questions in its provider survey which was distributed to more than 500 providers. She also expressed her appreciation for the Department in connecting DCYF with Alliance for Girls, who helped the agency frame a provider specific focus group and middle-school girl's focus group.

Director Su reviewed data found from a survey issued by DCYF to its grantees as part of the Community Needs Assessment. The survey found that the most recurring unique needs facing young women six to 17 years of age are self-confidence and improved body image. In groups of young women who are 18 to 24 years old, one of their unique needs is support with relationship.

Discussion focused on afterschool programs administered through DCYF (school-based as well as community-based) and the Recreation & Park Department. Commissioners thanked Director Su for taking into consideration the Commission's concerns stated at a previous meeting.

VI. Resolution Recognizing Renee Golanty-Koel

Action: To approve resolution honoring Dr. Renee Golanty-Koel

m/s/c (Jung/Shorter/Unanimous)

Kathy Johnson accepted the resolution on Dr. Golanty-Koel's behalf, and stated that she will deliver the resolution to Dr. Golanty-Koel the next day.

Dr. Jane Bernard-Powers, Co-Chair, Democratic Women in Action, and Roberta Guise, Co-Chair of Public Policy Association of American University Women – San Francisco Chapter, both thanked the Commissioners for their recognition of Dr. Golanty-Koel.

VII. REPORTS

A. Cities for CEDAW

President Kirshner-Rodriguez announced that Mayor Edwin Lee, Mayor Eric Garcetti of Los Angeles, and Mayor Mary Ann Lutz of Monrovia have submitted a resolution supporting the Cities for CEDAW Campaign to be considered at the US Conference for Mayors in Dallas, Texas in June.

B. Family Violence Council

Dr. Murase announced that the Family Violence Report has been completed, and a draft will be provided to Commissioners. A final presentation of the report is planned for the July meeting.

C. Justice and Courage

The next meeting will take place on Wednesday, June 4, 9 – 11 am at City Hall Room 408.

D. Human Trafficking

Commissioner Soo reported that the next San Francisco Collaborative Against Human Trafficking Conference will be sponsored by Senator Mark Leno, and will take place on Wednesday, December 3.

Commissioners discussed possible trafficking involving panhandling women with young children taking place in the Financial District. Dr. Murase will follow up with Police Sergeant Tony Flores, and will provide an update at the next Commission meeting.

E. Status of Girls

Alliance for Girls had its second annual conference earlier that day. President Kirshner-Rodriguez, Dr. Murase, Policy Fellow Gamboa-Eastman, and Legislative Director Laferriere attended. The conference had over 100 participants from a broad array of backgrounds.

F. General Commission Business

Discussion focused on scheduling the Joint Commission Meeting with the Health Commission, now slated for Tuesday, September 16.

VIII. AGENDA FOR FUTURE COMMISSION MEETINGS

Commissioners suggested that the following items be discussed at upcoming meetings.

1. Agenda Items for Joint Commission Meeting
2. GEP Initiative update
3. Budget update

IX. PUBLIC COMMENT

Wendy, a member of the public, asked about the Commission's services for female caregivers caring for their own family who have their own personal family issues. She explained that caregiving responsibilities interrupt careers and affect career and life balance. Commissioners suggested discuss this issue with the appropriate policy body, the Department of Aging and Adult Services.

X. ADJOURNMENT

President Kirshner-Rodriguez proposed to adjourn the meeting in honor of Ruby Gim, a longtime staff member of the Telegraph Hill Neighborhood Center, Maya Angelou, former US Poet Laureate and San Francisco resident, and Mary Burns, Founder and President of Kasimu Education Fund, all of whom passed away in the past month.

*Action: To adjourn the meeting in honor of Ruby Gim, Maya Angelou, and Mary Burns.
m/s/c (Shorter/Ackerman/Unánimous)*

Meeting was adjourned at 6:35 pm.





City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, June 25, 2014

4 – 6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie D. Soo

Total Estimated Meeting Time: 2 hours

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

ACTION

1 min.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from May 28, 2014.

Action: To approve draft minutes from May 28, 2014.

ACTION

3 min.

III. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

ACTION

15 min.

A. Resolution Recognizing Blanche Blachman

B. Resolution Recognizing Amelia Ashley-Ward

C. Resolution Recognizing the Cities for CEDAW Campaign

IV. NEW BUSINESS

A. San Francisco Early Care and Education Needs Assessment

Erica Maybaum, San Francisco Child Care Planning and Advisory Council Coordinator, and Graham Dobson, Human Services Agency Administrative Analyst for Early Care and Education Policy, will present on the recently published Early Care and Education Needs Assessment.

DISCUSSION

30 min.

B. Presentation on 7th Arab Women Conference	DISCUSSION	30 min.
Arab Cultural and Community Center Executive Director Soraya Hosni and Programs Assistant Zaynah Hindi will present on the 7 th Annual Arab Women Conference.		

V. OLD BUSINESS	DISCUSSION	15 min.
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A. Gender Equality Principles Initiative
Dr. Murase will provide an update on the Initiative and seek input from Commissioners.

VI. EXECUTIVE DIRECTOR'S REPORT	DISCUSSION	5 min.
Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).		

VII. REPORTS	DISCUSSION	15 min.
Commissioners will report on activities related to the work of the Commission.		

A. Cities for CEDAW	President Kirshner-Rodriguez
B. Family Violence Council	President Kirshner-Rodriguez
C. Justice and Courage	Vice President Shorter
D. Human Trafficking	Commissioner Soo
1. Massage Parlor Inspection	Commissioner Jung
E. General Commission Business	Commissioners

VIII. AGENDA FOR FUTURE COMMISSION MEETINGS	DISCUSSION	5 min.
Discussion regarding agenda items for upcoming meetings.		

IX. PUBLIC COMMENT	DISCUSSION	10 min.
This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.		

X. ADJOURNMENT	ACTION	1 min.
Adjourn the meeting.		
Action: To adjourn the meeting.		

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at 415-252-2570 at least two business days before the meeting. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. **KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE** (Chapter 67 of the San Francisco Administrative Code): Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. **FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE SUNSHINE ORDINANCE, CONTACT SUNSHINE ORDINANCE TASK FORCE**, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689; phone: (415) 554-7724; fax: (415) 554-7854; email: sotf@sfgov.org. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, at the San Francisco Public Library, and on the City's website at <http://www.sfgov.org>. Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: www.sfgov.org/ethics.



*San Francisco Commission on the Status of Women Resolution
Recognizing Amelia Ashley-Ward*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Amelia Ashley-Ward, nationally acclaimed publisher of the Sun-Reporter and a woman of keen journalistic prowess, leads the Sun-Reporter during its 70th anniversary as the San Francisco Bay Area news journal dedicated to the cause of the people, a publication that affirms the voices of the San Francisco African American community and is unwavering in its support for justice, equality, and human rights; and,

WHEREAS, Having served several leadership roles on the newspaper staff since her days as a passionate, civically-oriented photojournalism student before assuming her role as Editor and Publisher in 1994, Ms. Ashley-Ward preserves the Sun-Reporter legacy of honest, socially conscious journalism which, envisioned during the 1914 inception as The-Sun and later as the Sun-Reporter, crusades against injustice; and,

WHEREAS, Recognized as the 1998 Publisher of the Year by the Newspaper Publishers Association and in 2005 as Woman of the Year by California State Senator Carole Migden, Ms. Ashley-Ward demonstrates a lifelong commitment to masterfully reporting the rich realities of Black America and continues in years of commitment to justice-driven advocacy, which are also realized through her leadership on the board of the San Francisco National Association of the Advancement of Colored People and The Sun-Reporter Foundation Incorporated; and,

WHEREAS, Ms. Ashley-Ward's earnest vision for equality of all persons accounts for the continued success of the Sun-Reporter, the publication that remains an essential source for the intellectual, political, religious, and social affairs pertinent to the African American community in San Francisco and beyond;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Amelia Ashley-Ward for leading the Sun-Reporter into its 70th year as a touchstone publication of San Francisco racial justice and human rights, and wishes her continued success at the helm of the newspaper.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
June 25, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing Blanche Blachman*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Blanche Blachman has dedicated her career to public service for the residents of the City and County of San Francisco, beginning her career in the Pretrial Diversion Program in the criminal justice system in the early 1980s, and now serving as Senior Investigator of the Office of the City Attorney; and,

WHEREAS, In November 2000, Ms. Blachman was appointed to conduct the investigation on the City's response and procedures following the domestic violence homicide of Claire Joyce Tempongko; and,

WHEREAS, As a result of her persistence and extensive investigation, Ms. Blachman developed a comprehensive report on the history of Ms. Tempongko and her batterer's contacts with the criminal justice system, and an analysis of when and how the responses departed from department protocols; and,

WHEREAS, Ms. Blachman's meticulous investigation provided the basis for the Commission's 2002 report, Justice & Courage: a Blueprint for San Francisco's Response to Domestic Violence, which provided recommendations for improving the City's response to domestic violence, and formed the basis for the work of the Justice and Courage Oversight Panel on Domestic Violence Policy Reform;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deep appreciation of Blanche Blachman for her superlative investigation into the murder of Ms. Tempongko, deep commitment to protecting women and girls from domestic violence, and dedicated service to the residents of the City and County of San Francisco.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

June 25, 2014



*San Francisco Commission on the Status of Women
Resolution in Support of the Cities for CEDAW Initiative*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations General Assembly on December 18, 1979, became an international treaty on September 3, 1981, and 186 UN member nations have since ratified CEDAW; and,

WHEREAS, CEDAW provides a comprehensive framework for governments to examine their policies and practices relating to women and girls, and to rectify discrimination based on sex, and although women have made major gains, more work is needed to fully achieve equality and eradicate discrimination; and,

WHEREAS, The United States is the only industrialized nation to not yet ratify CEDAW, although CEDAW has proven effective in many nations as a mechanism to advance gender equality and many communities and States have called for ratification of CEDAW by the United States Congress, and,

WHEREAS, San Francisco became the first city in the world to adopt an ordinance reflecting the principles of CEDAW in 1998; and Los Angeles followed in 2004; and,

WHEREAS, To be effective, a local CEDAW resolution or ordinance should meet three requirements: a gender analysis of city workforce, budget, and services, an oversight body to ensure that appropriate and timely actions are taken; and funding to support the implementation of the principles of CEDAW; and,

WHEREAS, City and County governments have an appropriate and legitimate role in affirming the importance of international law in communities as universal norms and to serve as guides for public policy;

NOW, THEREFORE, BE IT RESOLVED That the San Francisco Commission on the Status of Women urges cities across the United States to join San Francisco and Los Angeles, participate in the Cities for CEDAW initiative, and pass local resolutions or ordinances reflecting the principles of CEDAW.

Nancy Krishner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

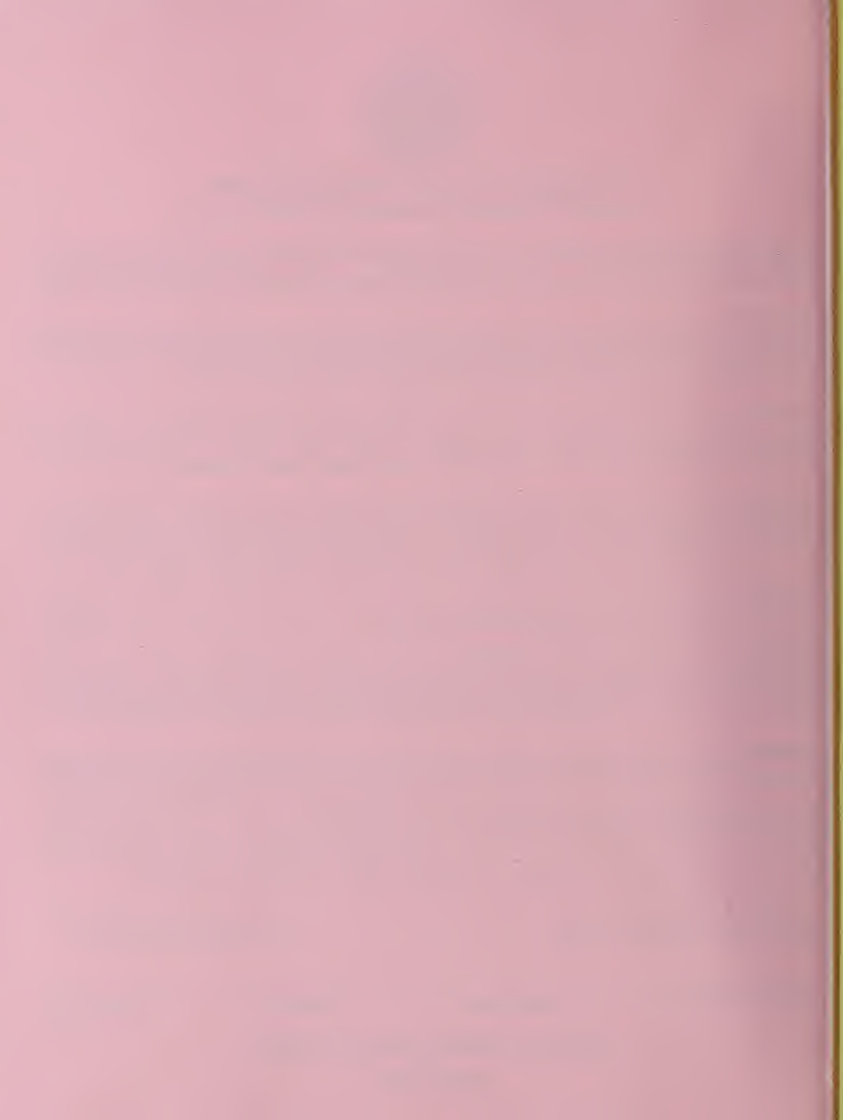
Alicia Gamez

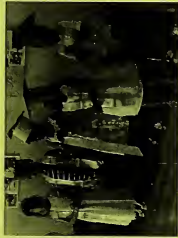
Julie D. Soo

Mary Jung

San Francisco Commission on the Status of Women

June 25, 2014





SUBSIDIES

Public child care subsidies come from a variety of funding sources, from state and federal aid to local level. For example, in fiscal year 2012-2013, the City of San Francisco provided \$1.4 million in public subsidies to early care and education subsidies in San Francisco totaling \$44 million. In fiscal year 2012-2013, the public investment in early care and education subsidies increased \$1.67 million.

There are a total of 12,817 children ages 0-12 who are state subsidy eligible and benefiting from public subsidies. The following illustrates the percent and number of children these specific subsidies are serving.

NUMBER OF SUBSIDIZED CHILDREN 0-12 (2012)



Total 12,817	
7,691 Children	CSE Title I Subsidies \$1,400,000
3,135 Children	Receiving CWSRS 26.02%
457 Children	City Child Care 5.7%
410 Children	CSE Non-Profit Subsidies 3.0%
323 Children	Head Start 2.9%
228 Children	Title I 1.7%
173 Children	Early Head Start 1.1%
111 Children	Family & Children's Services 0.8%
81 Children	Head Start 0.6%

In addition to the 12,817 children receiving public subsidies, additional non-state eligible children receive subsidies through preschool for all (PFA), and DCYF funding for preschool.



SAN FRANCISCO CHILD CARE PLANNING & ADVISORY COUNCIL



SAN FRANCISCO Early Care and Education Needs Assessment

EXECUTIVE SUMMARY

2012-13

DEMOGRAPHICS

Research shows that high-quality, accessible, high-quality early care and education not only improves children's cognitive and physical development, health, cognitive, behavioral, and emotional related outcomes, high-quality care that engages families is also an important family support.

The high cost of living in San Francisco, more specifically the high cost of housing, is commonly recognized as one of the prime reasons families leave the City in San Francisco there are 10,901 children under the age of 13, which accounts for only 13.4% of the city's population. This percentage is noticeably less than the 24% which is typical in most communities. Even New York City exceeds San Francisco, with a 2.6% child population. The neighborhoods with the highest number of children 0-12 years old, as of the 2010 Census, are:

- 9412 - Outer Mission/Excelsior Heights: 10,143 Children
- 9410 - Inner Mission/Bernal Heights: 7,461 Children
- 9424 - Bayview/Hunter's Point: 5,887 Children
- 9414 - Visitacion Valley: 5,361 Children
- 9422 - Sunset: 5,656 Children

35% of San Francisco children under age 12 live in households of 25,186 children are living in early care and education subsidy eligible families (with incomes below 70% of the State Median Income).

DESPITE GROWTH IN THE 0-5 POPULATION OF 3,450 CHILDREN FROM 2000 TO 2010, THE TOTAL CHILD POPULATION OF 0-12 YEAR OLDS HAS DECLINED BY 9,940 CHILDREN. This is largely due to the loss of 13,000 children in the 5-12 age group.



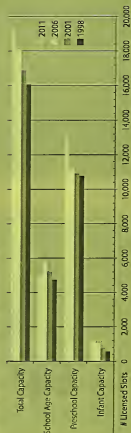
CAPACITY

Since the 2007 Needs Assessment, San Francisco has made investments in the City's early care and education infrastructure a top priority. These investments have yielded growth for young children, which is noted below:

- Infant/Toddler licensed center capacity grew by 6%, from 1,076 slots to 1,172 slots (41% slot)
- Preschool licensed center capacity grew by 7%, from 11,244 slots to 12,159 slots (41% slot)
- School Age licensed center capacity decreased by 15% from 5,297 slots to 4,503 (48% slot), though much of this loss was made up of license-exempt school-based capacity.
- Total licensed center capacity increased by 6% from 18,117 to 19,264 (41% slot)

The following graph demonstrates changes in licensed center capacity from 1998-2011:

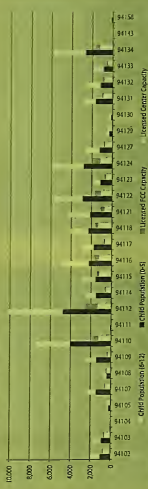
LICENSED CENTER CAPACITY COMPARISON 1998-2011



The financial commitment on the part of the City, coupled with leadership both within the City departments and within the early care and education community, is to be credited for the retention of and growth in capacity. Despite existing efforts, there remains a considerable gap in available licensed care for 0-5 year olds. There is a continued need for strategies to support capacity building for both capital and operations. Strategies for early care and education will be undertaken with simultaneous while also maintaining flexibility.

The following graph illustrates the child population by age cohort, and compares these numbers to licensed center and family child care capacity:

CHILD POPULATION (0-5) VS. LICENSED CAPACITY



Sources: 2010 Census for Total, 2008 Community Care Licensing Database FY2011 (4th Quarter Licensed Services) (Total)

UNMET NEED FOR SUBSIDY-ELIGIBLE CHILDREN

Subsidy eligibility is based on the family with the greatest need when a subsidy becomes available. The Needs Assessment identifies neighborhoods with the greatest number of subsidy-eligible children not enrolled. Completing this analysis per state mandate, identifies the highest unmet need of subsidies therefore demonstrating where resources are most needed. This information is useful for the California Department of Education and for local planning purposes.

The state methodology leads to an under-reporting of the true need for subsidized care due to the inadequacy of the statewide standard of 70% of the State Median Income (SMI) for entrance eligibility. There is a considerable unmet need for early care and education which is not accounted for in the 70% SMI standard. The Needs Assessment identifies families who are below the 70% SMI standard and are struggling to access and afford quality care. The City's Preschool for All (PFA) initiative, which is not meant to serve for income eligibility, is one strategy the city has employed to address this gap. For the 2012 Needs Assessment an additional 900+ four year olds whose families were not state subsidy income eligible needed support for their care.*

NEIGHBORHOODS WITH THE HIGHEST LEVEL OF UNMET NEED FOR SUBSIDY ELIGIBLE CHILDREN

INFANT/TODDLER PRESCHOOL

Outer Mission/Excelsior Heights: 629	Bayview/Hunters Point: 318
Outer Mission/Excelsior Heights: 500	Victorian Valley: 224
Victorian Valley: 502	Inner Mission/Bernal Heights: 199
Bayview/Hunters Point: 497	Outer Mission/Excelsior Heights: 181



LOW-INCOME THRESHOLDS FOR FAMILY OF THREE

CAWCRS Income Ceiling	\$ 14,028
Federal Poverty Level (100%)	\$ 19,090
Federal Poverty Level (200%)	\$ 38,180
Child Care Subsidy Eligibility Enrollment at 70% SMI	\$ 42,416
Child Care Subsidy Eligibility Enrollment at 80% SMI	\$ 53,556
San Francisco Self-Sufficiency Income Standard	\$ 68,497

WMT VS. UNMET NEED

Age 0-2

Age 3-4

Age 5-17

Age 0-2

Age 3-4

Age 5-17

Age 0-2

Age 3-4

Age 5-17

Age 0-2

Age 3-4

Age 5-17

Age 0-2

Age 3-4

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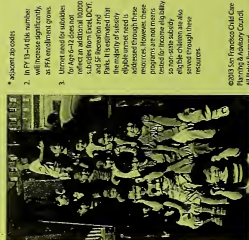
Age 3-4

Age 5-17

Age 0-2

Age 3-4

Age 5-17



* Student age cohorts

1. In PFA child care without

with income significantly

as PFA enrollment grows.

3. Unmet need for subsidies

for Age 0-2 does not

include children in the PFA

program as of 2011.

4. Children in the PFA

program are not means

tested for state subsidy

eligibility because they

are not state subsidy

through these

resources.

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San Francisco serves as a model system of early care and education, but

much work remains to ensure full availability and access to quality care

for all children and their families, and for improved supports for a really

workforce and providers who are truly bonding to the City's goals for equality.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
Department on the Status of Women



Edwin M. Lee
Mayor

EXECUTIVE DIRECTOR'S REPORT
June 25, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Women and Girls' Human Rights

A. Cities for CEDAW

Thanks to the dedicated efforts of Commission President Nancy Kirshner-Rodriguez, Mayor Edwin Lee, Los Angeles Mayor Eric Garcetti, and Monrovia Mayor Mary Ann Lutz who chairs the Women Mayors' Caucus have submitted a resolution advancing the Cities for CEDAW Campaign for consideration at the US Conference of Mayors. This resolution went before the Criminal and Social Justice Committee on June 20. President Kirshner-Rodriguez attended the conference and presented on this important resolution. In addition to the resolution sponsors, the following mayors are in support of this resolution so far: Mayor Shelley Welsch of University City, Missouri; Mayor Annise Parker of Houston, Texas; Mayor Marilyn Strickland of Tacoma, Washington; and Mayor Lori Moseley of Miramar, Florida.

The City of Tacoma has launched an Equity and Empowerment Initiative that essentially fulfills the three CEDAW requirements from the Cities for CEDAW Initiative.

Legislative Director Elizabeth Laferriere met with Cristina Gonzalez from New York Mayor Bill de Blasio's administration to discuss Cities for CEDAW and the development of a Commission on the Status of Women.

B. Gender Equality Principles

On June 12, the Gender Equality Principles Initiative launched year two of the Gender Equality Challenge. The Department is now accepting applications. The submission deadline is August 1, 2014. Please alert GEP Project Coordinator Tara Gamboa-Eastman of any companies that might be interested in participating in this recognition program.

C. Legislation and Outreach

On June 6, Ms. Laferriere met with the Workplace Scheduling Taskforce, a group consisting of advocates and business owners looking to discover solutions to the lack of predictability in work schedules. The group plans to meet again in July to hear business leaders' counterproposals to the policy solutions discussed at the June meeting.

Ms. Laferriere and summer intern Emma Williams-Baron are working with Equal Rights Advocates on a project analyzing San Francisco schools' compliance with Title IX.

The Department successfully secured \$75,000 in funding for outreach around the Family Friendly Workplace Ordinance (FFWO), the new San Francisco law which grants workers with caregiving responsibilities the right to request flexible or predictable work schedules. Ms. Laferriere is working with the Office of Labor Standards Enforcement (OLSE) to develop a strategy which will include a capacity

building grant for one community based organization or coalition. The grant will require the grant recipient to create and implement a sustainable strategy for informing workers and employers of their work-family rights and shifting the culture around flexibility.

The Department also provided analysis of the Sugar-Sweetened Beverage (SSB) Tax Ordinance to the Mayor's office and the Board of Supervisors. The Department found that a decrease in SSB intake not only benefits girls and young women in the short term but that it also significantly impacts their long-term health and the well-being of their children.

On June 18th, Ms. Laferriere met with an official delegation from Singapore to discuss FFWO. She will join OLSE and Legal Aid Society-Employment Law Center in describing FFWO's enforcement, evaluation, and future.

This month, the legislative team has also contributed to several bills and campaigns including the paid family leave budget proposal, the Healthy Babies Act of 2014, worker retention laws and predictability, a proposal for a domestic violence advocate at the Housing Authority, the Children and Youth Fund Charter Amendment, pregnant women and welfare, and more.

D. Gender Analysis

The Department has set a goal of examining four city programs per year using gender analysis questions. This past year, the Commission has heard presentations from the Department of Children, Youth and their Families, the Arts Commission, the Department of Animal Care and Control, and the Fire Department. Staff members are developing ideas for city programs to be examined in the coming year. We welcome suggestions from Commissioners which should be directed to Ms. Laferriere.

Staff is also working to create capacity for an advisory board of women and girl leaders to DCYF to address gender issues on an on-going basis.

E. White House Summit on Working Families

On June 23, President Nancy Kirshner-Rodriguez, Ms. Laferriere, and I participated in the White House Summit on Working Families which was sponsored by President Obama, the Department of Labor, and the Center for American Progress. We attended a number of workshops on topics ranging from low wage workers to child care, caregiver needs to equal pay. We also engaged in parallel events and meetings with DC and national experts. Ms. Laferriere actively promoted San Francisco's FFWO, predictability taskforce, and Healthy Mothers Workplace, while President Kirshner-Rodriguez and I brought attention to Cities for CEDAW and the potential to use of CEDAW to improve women's workplace rights and ability to care for their families.

F. International Human Rights Training

On June 19, the Department co-sponsored "Protecting Women's Rights: International Law and Advocacy," a human rights training held at UC Hastings. Most of the office staff attended this important event to learn more about advocacy channels and international rights mechanisms, as well as to discuss Cities for CEDAW.

II. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

Our VAW Partner Agencies continue to provide vital violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education,

Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. To date, our Violence Against Women Partner Agencies have spent approximately \$3.1 million, or 92%, of grant funding. As we near the end of the fiscal year, Partner Agencies are working to spend down contract balances and continue to meet program goals and deliverables.

As you are aware, we received good news from the Mayor's Office in early May that there would be no reductions to the Department's VAW Intervention & Prevention Grants Program for the upcoming fiscal year. Mayor Lee announced this month his budget for FY 2014-2015, and he proposed a 10% increase across the board, in addition to a 1.5% Cost of Doing Business increase for non-profits. In the Mayor's proposed budget, \$4.65 million, the largest amount to date, is dedicated to the VAW Grants Program in each of the next two years, out of an overall budget of \$5.72 million. The announcement and the Mayor's ongoing commitment to the Department's violence prevention programs is very good news for the community and our Partner Agencies.

Associate Director Carol Sacco worked diligently to conclude the required Grant Agreement documents, and they are currently with the City Attorney for review and signature. Once the Grant Agreements are signed they will be sent to our accountant for encumbrance. Grant Agreements will be in place for a July 1, 2014 start date and will conclude June 30, 2015.

Ms. Sacco, Policy Intern Eva Morgenstein, and I convened a meeting with our Partner Agencies providing Transitional Housing Services (Gum Moon Women's Residence, Jewish Family and Children's Services, Mary Elizabeth Inn, and St. Vincent de Paul Society – Brennan House) and the Mayor's Office of HOPE (Housing, Opportunity, Partnership and Engagement) to discuss transitional housing programs and services at the federal and local level. The Department's investment in transitional housing services is currently \$409,925, or almost 9%, of total grant funding, through the four providers named above.

1. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

As part of the ongoing Citywide Fiscal and Compliance Monitoring Committee work, City departments are in the process of conducting site visits, and reviewing self-assessments of non-profits. Approximately 200 non-profit contractors will undergo a self-assessment or site visit. Ms. Sacco has conducted site-visits of La Casa de las Madres, Asian Pacific Islander Legal Outreach (APILO) and the Arab Cultural and Community Center; Mujeres Unidas y Activas has completed a self-assessment. Ms. Sacco will also participate in the monitoring of various shared non-profit contractors.

2. Community Needs Assessment

The Violence Against Women Community Needs Assessment is coming to a close and is on track to conclude as scheduled. ETR Associates will be presenting to the Domestic Violence Consortium at the July 10 meeting and to the Commission at the July 23 meeting. Thus far, ETR Associates reports that the data collected is rich and deeply informative. The Department eagerly awaits the full results of the assessment, as they will significantly inform the upcoming Violence Against Women Prevention & Intervention Grants Program Request For Proposals which will be released later this year.

B. Justice & Courage Project for Domestic Violence Policy Reform

1. Justice & Courage Oversight Panel

On June 5, the Justice and Courage Oversight Panel met for the last time. The panel reviewed the Final Evaluation prepared by Graduate Policy Fellow Grace Fisher. Over 120 recommendations were implemented during the 12 years of the Panel's work. There are 49 recommendations pending, and the

work will continue through a subcommittee of the Family Violence Council. The final report will be available widely in the fall.

2. Domestic Violence Comments for San Francisco Housing Authority's Annual Plan

Ms. Kandel collaborated with attorneys from Bay Area Legal Aid and the National Housing Law Project to submit detailed comments to the San Francisco Housing Authority in connection with its Annual Planning process. The comments focused on implementing the changes required of public housing authorities by the 2013 Violence Against Women Act, as well as suggestions that came out of the Justice and Courage Housing Committee.

3. Domestic Violence Advocate at Housing Authority Proposal

The Housing Committee of Justice and Courage, chaired by Ms. Kandel, created a proposal for a domestic violence advocate to be housed at the San Francisco Housing Authority. While funding for this proposal did not make it into the Mayor's budget, the Housing Authority is discussing the possibility with members of the Board of Supervisors.

C. Family Violence Council

The Family Violence Council met on May 21 and reviewed the *Comprehensive Report on Family Violence in San Francisco* for 2012 & 2013. Graduate Policy Fellow Kristin Snell presented the findings of the report at the meeting, and recommendations for the upcoming year will be discussed at the next meeting on September 3.

D. Human Trafficking

1. Teen Poster Contest Against Human Trafficking

The contest will be launched this fall and, as in past years, winners will be announced in January 2015, in a ceremony commemorating Human Trafficking Awareness Day. Director of Women's Policy Minouche Kandel is teaming up with U.S. Fund for UNICEF to combine outreach on the contest with workshops in the schools on trafficking.

2. Mayor's Task Force on Human Trafficking

Together with Diana Oliva-Aroche of the Mayor's Office, I co-chaired a meeting of the task force earlier today. We discussed distribution of the data collection tool that Fiscal & Policy Analyst Stephanie Nguyen developed for use by all agencies serving human trafficking survivors/victims.

a. Child Sex Trafficking Sub-Committee

Ms. Kandel chaired a meeting of the Child Sex Trafficking Committee on June 11. Ms. Kandel has been part of several meetings to try to secure funding for a 24-hour response to child sex trafficking, a need identified by the Mayor's Task Force on Anti Human Trafficking. The Department of Public Health has an RFQ pending that may be able to fund this project.

b. Department of Public Health Massage Parlor Inspections

On May 30, Commissioner Mary Jung and I participated in the inter-agency massage parlor inspections. Together with police officers, public health officials, building and fire inspectors, we visited three massage parlors. At one location, one of the immigrant women took the opportunity to leave the premises after speaking to a police officer about her options. Another massage parlor was cited for operating without a license. I distributed the posters that are now required to be displayed at massage parlors per state law.

Staff has provided the Department of Public Health with 200 copies of these posters to be distributed at future inspections.

E. Domestic Violence Training

1. San Francisco Housing Authority

Ms. Kandel helped organize a training on domestic violence for all staff at the San Francisco Housing Authority. Presented by community agencies, WOMAN, Inc, La Casa de las Madres, Asian Women's Shelter, and National Housing Law Project, this three-hour training was offered twice on June 5 to staff of the Section 8 Division, and was offered twice again on June 19 to all conventional public housing staff.

2. Domestic Violence Training for Department of Child Support Services (DCSS)

Last month Ms. Kandel delivered several targeted trainings to the DCSS staff on how to recognize and respond to suspected domestic violence. DCSS personnel were engaged throughout each of the four interactive three-hour sessions, and reported feeling more equipped to serve survivors of domestic violence in need of child support services.

Special thanks to SFWAR's Executive Director Janelle White, St. Vincent de Paul Riley Center's Domestic Violence Program and Outreach Coordinator Jenny McKenzie, San Francisco Sheriff Department's Survivor Restoration Director Delia Ginorio, and DCSS staff Thomas Wolf and Freda Randolph for all the support and guidance offered throughout this process.

F. Healthy Mother's Workplace Coalition

The Healthy Mothers Workplace Coalition is now accepting submissions for the 2014 award, giving employers in San Francisco the opportunity to showcase policies that support families while strengthening workplaces. The Department assisted with outreach, connecting with at least 5,000 advocates and businesses in the Bay Area.

G. Legislation

1. Child Sex Trafficking

The Department was part of a statewide coalition seeking \$20.3 million in state funding for child welfare agencies to improve their capacity to respond to child sex trafficking.

2. Domestic Violence and CalWORKS

The Department won city support for AB 1653, which would improve response of CalWORKs system to domestic violence survivors, and Ms. Kandel testified in support of the bill in Sacramento on June 24. She also testified on AB 1522, the California paid sick leave law which would grant workers the right to earn up to 3 days of paid sick leave after 90 days of work.

H. Sexual Violence on Campus

On June 4, many staff members and new summer interns attended a lecture "Preventing Sexual Violence: The Workplace, the College Campus, and Other Sexual Ecologies," by Yale Professors Melanie Boyd and Inderpal Grewal at an event sponsored by Yale Women of Northern California.

III. Human Rights of Girls in Education and Social Services

A. Children's Fund Renewal

The Department has analyzed the first draft of the Children and Youth Fund Charter Amendment and submitted the following three recommendations to the clerk of the Board of Supervisors: (1) Gender equity must be included in the paragraph regarding equity metrics for the C.N.A. equity analysis in addition to low-income neighborhoods and disadvantaged communities; (2) The charter amendment should charge the Commission on the Status of Women with holding one separate or joint Children and Youth Fund hearing once per fiscal year, and (3) Regarding the Children and Families Council Charter Amendment as it pertained to the Children and Youth Fund, one seat should be reserved on the Children and Families Council for the Department on the Status of Women to ensure the equitable representation of girls' needs.

IV. Outreach

A. Pacific Asian American Women Bay Area Coalition

On June 1, Ms. Nguyen and I attended the PAAWBAC annual luncheon. You may recall that Ms. Nguyen and Helen Lei before her were PAWBAC-funded intern. We will welcome an additional intern this fall as noted below under new staffing.

B. Women in Small Business

On June 13, Gender Equality Principles Project Coordinator Tara Gamboa-Eastman and Executive Management Assistant Iris Wong attended the "Ready, Set, Succeed: A Women's Small Business Seminar," hosted by Congresswoman Jackie Speier. Congresswoman Speier recognized the Department for its support of the event.

C. Equal Rights Advocate

On June 17, Ms. Kandel and I attended the 40th Anniversary of Equal Rights Advocates which featured Honoree Maya Harris of the Ford Foundation and keynote speaker Professor Anita Hill of Brandeis University. Earlier, on June 2, I had the opportunity to watch "Anita Hill: Speaking Truth to Power," a new documentary about Anita Hill's life and career. I hope to schedule a community screening of the event.

V. Department Budget & Administration

A. Budget

The proposed Department budget, including the increase to the VAW Grants Program by the Mayor's Office, for FY2014-15 is \$5.72 million. The \$75,000 dedicated to the Family Friendly Workplace Ordinance outreach is a one-time allocation. Therefore the Department budget for FY2015-2016 is slightly less at \$5.68 million. Our FTE will increase for the current 5.67 to 6 full-time professional staff. Many thanks to Stephanie Nguyen for her hard work on this year's budget.

B. New Staff

I am very pleased to announce that Andrea Evans will be joining the Department as the part-time Senior Development Manager, beginning on Monday, July 7. Many of you know Andrea as a past Commissioner on the Status of Women who has also served on the Friends Board, so she is very familiar with the work of the Commission and Department. Please join me in welcoming Andrea to the team!

The Pacific Asian American Women Bay Area Coalition, which has funded policy interns in the past, has approved my application for Jeddie Kawahatsu to intern at the office this fall, beginning in September through the end of January. Ms. Kawahatsu will help staff the Gender Equality Challenge effort.

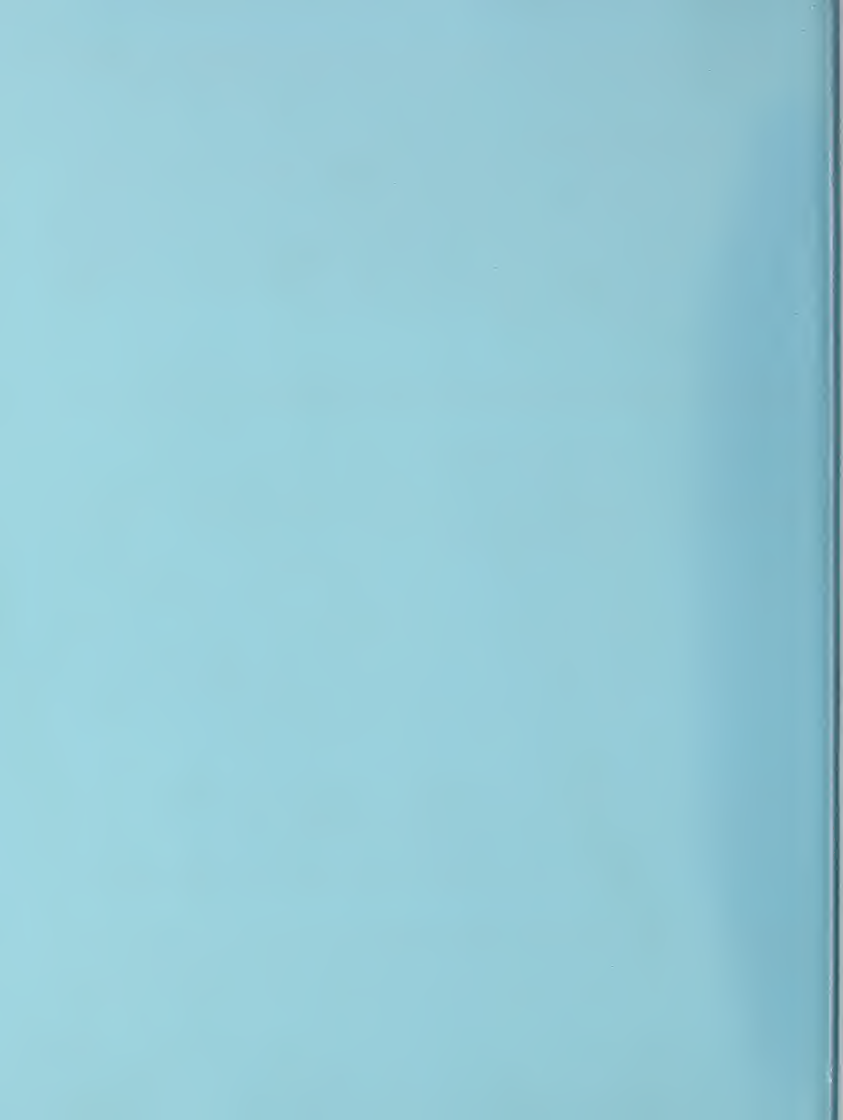
C. Summer Internship Program

We are excited to have our four wonderful summer interns with us in the office. We welcome Sarah Scriven, a junior at Duke University, Eva Morgenstein, a sophomore at Smith College, Emma Williams-Baron, a junior at Reed College, and Celia Mae Flinn, a sophomore at Claremont McKenna College. They have jumped right in, become part of the team, and have been busy assisting staff on various assignments and projects. Sarah is working on Cities for CEDAW, Eva is researching domestic violence homicide rates in other large cities, Emma is working on legislative priorities around women's health and the workplace, and Celia is researching successful campaigns around dating violence and sexual assault on college campus. They will introduce themselves to you later on the agenda this evening.

V. Calendar

Meetings of the Commission and Department are in italics. Events are in San Francisco unless otherwise noted.

Sun, June 29	Pride Parade, 10:30 am, Market Street
Wed, July 23	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408</i>
Sat, July 26	<i>Women's Veterans Professional NetWork Workshop, 10 am – 4 pm, Second Act Market Place, 1727 Haight Street, registration required</i>
Fri, Aug 8	Gum Moon – Asian Women's Resource Center 30 th Anniversary Dinner; www.gummoon.org .
Wed, Aug 27	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408</i>
Wed, Sept 3	<i>Family Violence Council, 3 – 5 pm, City Hall, Room 305</i>
Tue, Sept 16	<i>Joint Commission Meeting with Health Commission, 4 – 6 pm, 101 Grove Street, Room 300.</i>
Mon, Sept 22	<i>CEDAW Women's Human Rights Luncheon, 12N, Julie Morgan Ballroom, Merchant Exchange, 465 California betw Montgomery, Sansome</i>
Wed, Oct 22	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408</i>
Wed, Oct 1	Domestic Violence Awareness Month
Wed, Nov 19	<i>Family Violence Council, 3 – 5 pm, 400 McAllister Street, Room 617</i>
Fri, Nov 21	<i>Commission Strategic Planning Session, 8 – 4 pm, Location: TBD</i>
Mon, Dec 2	<i>SFCAHT Labor Trafficking Conference, time TBD, State Building, 455 Golden Gate between Polk & Larkin</i>
Wed, Dec 17	<i>Commission Meeting, 4 – 6 pm, Location: TBD</i>





DEPARTMENT ON THE STATUS OF WOMEN

BUDGET PRESENTATION FOR FISCAL YEAR 2014-2015

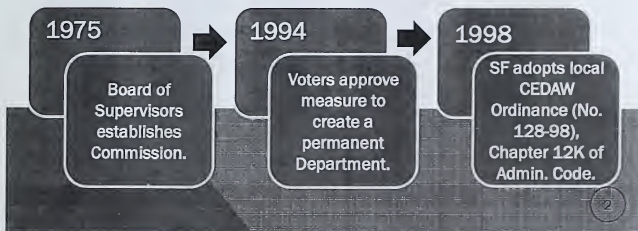
Executive Director:
Department Fiscal & Policy Analyst:

Emily Murase, PhD
Stephanie Nguyen

DEPARTMENT HISTORY & FRAMEWORK

What is CEDAW?

The **Convention on the Elimination of All Forms of Discrimination Against Women** is an international human rights treaty that condemns all forms of discrimination against women/girls and ensures equality in the civil, political, economic, social, and cultural arenas.



DEPARTMENT MISSION

To ensure equitable treatment and foster the advancement of women and girls throughout San Francisco through policies, legislation, and programs that focus on populations in need.

THREE PRIMARY SERVICE AREAS

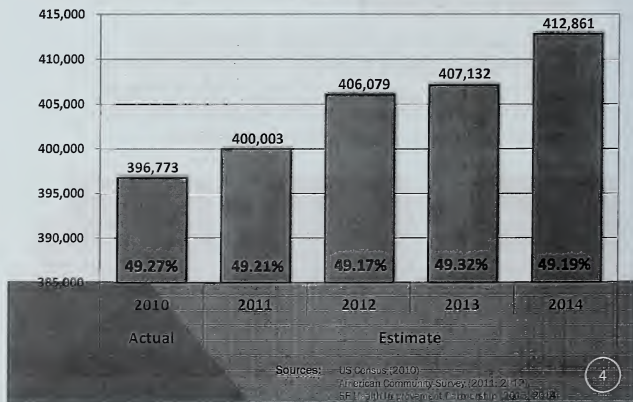
Women's
Human Rights

Violence
Against
Women

Women in the
Workplace

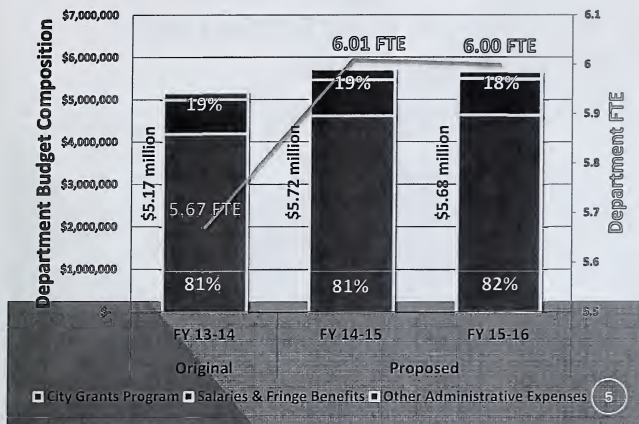
3

SAN FRANCISCO FEMALE POPULATION



4

WOM BUDGET COMPARISON



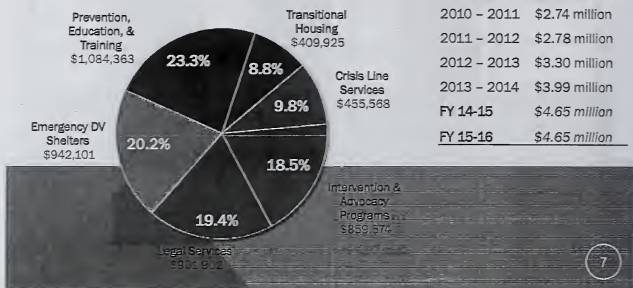
MAJOR BUDGET CHANGES

- **10%** Across the Board Increase to support services that address domestic violence, sexual assault, and human trafficking.
- **1.5%** Cost of Doing Business Increase to all grantees.
- **\$75,000** to fund the Family-Friendly Workplace Ordinance outreach in partnership with community-based advocacy organizations.



VIOLENCE AGAINST WOMEN PREVENTION & INTERVENTION GRANTS PROGRAM

FY 14-15 Funding Allocation



Fiscal Year	VAW Grants
2010 – 2011	\$2.74 million
2011 – 2012	\$2.78 million
2012 – 2013	\$3.30 million
2013 – 2014	\$3.99 million
FY 14-15	\$4.65 million
FY 15-16	\$4.65 million

VAW GRANTS PROGRAM Outcomes for FY 2012-2013

- **31** Community Programs last fiscal year
- **\$3.3 million** allocation
- **19,585** unduplicated individuals served
- **39,116** hours of supportive services
- **21,843** bed nights at emergency shelters and transitional housing programs
- **18,261** crisis calls fielded



CITY-WIDE ANTI-VIOLENCE ADVOCACY INITIATIVES

**Justice & Courage
Oversight Panel**

Family Violence Council

**Mayor's Task Force on
Anti-Human Trafficking**

9

WOMEN IN THE WORKPLACE

FAMILY-FRIENDLY WORKPLACE INITIATIVE

Outreach in partnership with the
Office of Labor Standards
Enforcement.



GENDER EQUALITY PRINCIPLES INITIATIVE

- Gender Equality Challenge (Yr. 2)
- GEP Advisory Working Group
- Online Assessment Tool
- Resources for Improving Gender Equity in the Workplace



Employers with 25+ Employees Must Post This Notice.

OFFICIAL NOTICE

San Francisco Family Friendly Workplace Ordinance

Employers with 25 or more employees must allow any employee who is employed within the geographic boundaries of the City and County of San Francisco to request and take unpaid leave for the following reasons:



DEPARTMENT INITIATIVES

**GENDER EQUALITY
PRINCIPLES**
BUILDING A 21ST CENTURY WORKPLACE

10

CITIES FOR CEDAW

Local implementation of the United Nations Women's Rights Treaty



A CEDAW City commits to three core elements that work to ensure the rights of women and girls:

1. Gender analysis
2. Oversight body
3. Municipal funding

OBJECTIVE:

100 US mayors to commit to adopting a CEDAW measure by December 2015



W58

Cities for CEDAW

DEPARTMENT INITIATIVES

QUESTIONS





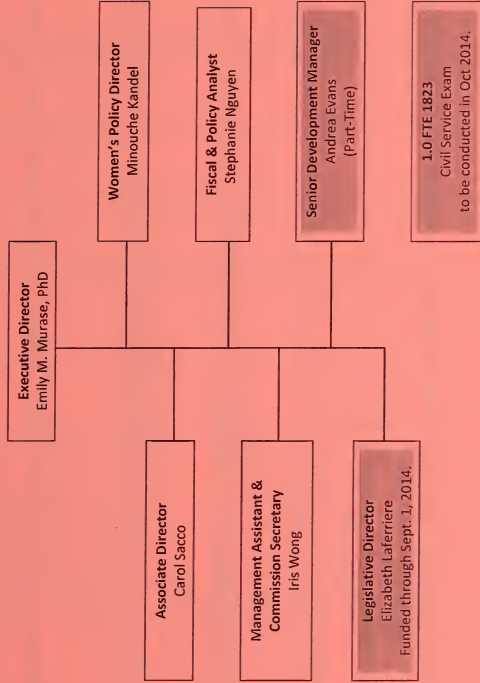
City and County of San Francisco
DEPARTMENT ON THE STATUS OF WOMEN



Emily M. Murase, PhD
Executive Director

Edwin M. Lee
Mayor

Proposed FY 2014-2015 Organization Chart
As of June 2014



Department on the Status of Women
Violence Against Women Prevention and Intervention (VAW) Grants Program
FY2014-2016 Projected Fund Allocation
2-Jun-14

Agency by Service Category	Programs	FY 2013-2014 Funding Allocation	10% Across the Board Increase	1.5% Cost of Doing Business Increase	FY 2014-2015 General Fund Base	Marriage License Fee*	FY 2014-2015 Funding Allocation per Grant Agreements (Sec 5.1)
Domestic Violence Shelter Programs							
Asian Women's Shelter	Domestic Violence Shelter Program	145,030	14,503	2,189	162,712	70,000	232,712
La Casa de las Madres	Domestic Violence Shelter Services	349,456	34,946	5,242	389,643	70,000	459,643
St. Vincent de Paul (Riley Cir)	Rosalie House	161,207	16,121	2,418	179,746	70,000	249,746
	Subtotal for DV Shelters	656,693	65,659	9,849	732,101	210,000	942,101
Crisis Line Services							
S.F. Women Against Rape	Sexual Assault Crisis Line	119,440	11,944	1,792	133,176		
W.O.M.A.N., Inc.	Domestic Violence Crisis Line	289,141	28,914	4,337	322,392		322,392
	Subtotal for Crisis Line Services	408,581	40,858	6,129	455,568	-	455,568
Legal Services							
Asian Pacific Islander Legal Outreach	Asian/Pacific Domestic Violence Project	249,621	24,962	3,744	278,327		278,327
Bay Area Legal Aid	Domestic Violence Legal Services	183,155	18,316	2,747	204,218		204,218
S.F. Bar Volunteer Legal Services	Cooperative Restraining Order Clinic (CROC)	186,619	18,662	2,799	208,080		208,080
S.F. Bar Volunteer Legal Services	Domestic Violence Project (VSLP)	189,468	18,949	2,842	211,277		211,277
	Subtotal for Legal Services	808,863	80,888	12,133	901,902	-	901,902
Transitional Housing							
Gum Moon Women's Residence	Transitional Housing for Immigrant Women	73,977	7,398	1,110	82,484		82,484
Jewish Family and Children's Services	Dream House	60,475	6,048	907	67,430		67,430
Mary Elizabeth Inn	INNroads	110,745	11,075	1,681	123,481		123,481
St. Vincent de Paul (Riley Cir)	Brennan House	122,449	12,245	1,837	136,531		136,531
	Subtotal for Transitional Housing	367,646	36,765	5,516	409,925	-	409,925
Intervention & Advocacy Programs							
APA Family Support Services	Home Visitation	91,520	9,152	1,376	102,491		102,491
Asian Women's Shelter	SF-OCAY	150,000	15,000	2,250	167,250		167,250
Donalinda Cameron House	Asian Domestic Violence Advocacy	157,025	15,703	2,305	175,083		175,083
Mujeres Unidas y Activas	Sanando el Alma	149,560	14,956	2,243	166,759		166,759
S.F. Women Against Rape	Sexual Assault Intervention and Advocacy	161,938	16,194	2,429	180,561		180,561
W.O.M.A.N., Inc.	Therapy and Latina Case Management Program	60,475	6,048	907	67,430		67,430
	Subtotal for Intervention & Advocacy Programs	770,918	77,092	11,564	859,574	-	859,574
Prevention, Education & Training							
Arab Cultural & Community Center	Arab Women's Program	84,857	8,486	1,273	94,616		94,616
Asian Pacific Islander Legal Outreach	Asian Anti-Trafficking Collaborative	32,202	3,220	483	35,905		35,905
Community United Against Violence	LBT Prevention and Education Services	88,763	8,876	1,331	98,971		98,971
Community Youth Center - S.F.	Young Asian Women Against Violence	141,727	14,173	2,126	158,026		158,026
Elipho Community Center	Babae Domestic Violence Program	54,427	5,443	816	60,686		60,686
Glide Foundation	Glide Women's Center	54,427	5,443	816	60,686		60,686
Horizons Unlimited of San Francisco, Inc.	Females Against Violence Peer Leadership and Education	36,285	3,629	544	40,458		40,458
Institute on Aging	Preventing Domestic Violence Late in Life	32,202	3,220	483	35,905		35,905
Lavender Youth Recreation & Information Center	Queer Young Women's Health & Safety Project	139,741	13,974	2,096	155,811		155,811
Mission Neighborhood Centers, Inc.	Real Assault Issues Creating Empowered Students (RAICES)	147,956	14,796	2,219	164,971		164,971
S.F. Women Against Rape	Sexual Assault Education	38,169	3,816	572	42,547		42,547
S.F. Women Against Rape	Students Talking About Non-Violent Dating (S.T.A.N.D.)	89,574	8,957	1,344	99,875		99,875
Women in Dialogue	In Defense of Prostitute Women's Safety	32,203	3,220	483	35,906		35,906
	Subtotal for Prevention, Education, & Training	972,623	97,262	14,588	1,084,363	-	1,084,363
	TOTALS	3,955,142	395,514	59,777	4,433,433	210,000	4,653,433

*NOTE: General Fund allocations do not include Marriage License Fees (MLF) reserved for shelter programs, historically \$194,000, or \$64,667 per agency. The additional one-time increase of \$9,324 per shelter agency in FY13-14 is the result of actual fees collected and is not reflected in the FY14-15 allocation. In FY14-15, the Department will allocate \$210,000 in MLF to be equally divided among the three funded shelter programs.

City and County of San Francisco
Spend Rate Details for Period 0 through 10 - April of FY 2013-2014

and Monthly Report Subfunds and Uses Only

Character	Available Budget: PY	Actuals: PY End	Actuals: PY to Month Rate	Actuals: PY to Month Spend Rate	Original Budget	Available Budget	Actuals: Year to Month	Actuals: Year to Month End Spend Rate
Department: WOM STATUS OF WOMEN								
Subfund: 1GAGFAAA GF-NON-PROJECT-CONTROLLED								
001 SALARIES	487,643	506,154	103.8%	403,244	569,647	569,647	466,180	81.8%
013 MANDATORY FRINGE BENEFITS	194,588	195,572	100.5%	150,553	240,830	240,830	195,378	81.1%
021 NON PERSONNEL SERVICES	55,840	22,741	40.7%	11,808	17,340	50,438	42,214	83.7%
038 CITY GRANT PROGRAMS	3,149,749	3,100,297	98.4%	1,942,474	3,955,104	4,060,940	2,539,793	62.5%
040 MATERIALS & SUPPLIES	17,780	17,772	100.0%	13,268	34,735	34,735	19,010	54.7%
081 SERVICES OF OTHER DEPTS	119,697	117,226	97.9%	110,980	118,562	118,521	67,524	56.8%
086 EXPENDITURE RECOVERY	0	0		0	(11,500)	(11,500)	(1,646)	14.3%
1GAGFAAA GF-NON-PROJECT-CONTROLLED Subtotal	4,025,297	3,959,763	98.4%	2,632,327	4,924,718	5,064,011	3,328,455	65.7%
Subfund: 1GAGFWOF GENERAL FUND WORK ORDER FUND								
038 CITY GRANT PROGRAMS	62,749	33,671	53.7%	12,750	0	29,078	28,666	98.6%
086 EXPENDITURE RECOVERY	(62,749)	(33,671)	53.7%	(12,750)	0	(29,078)	(28,666)	98.6%
1GAGFWOF GENERAL FUND WORK ORDER Subtotal	0	0		0	0	0	0	
Subfund: 25HWFDP DOMESTIC VIOLENCE PROGRAM FUND								
038 CITY GRANT PROGRAMS	226,000	194,000	85.8%	131,967	237,974	269,974	158,372	58.7%
25HWFDP DOMESTIC VIOLENCE PROGRAM Subtotal	226,000	194,000	85.8%	131,967	237,974	269,974	158,372	58.7%
WOM STATUS OF WOMEN Subtotal	4,251,297	4,153,762	97.7%	2,764,294	5,162,692	5,333,985	3,486,827	65.4%

City and County of San Francisco
Estimate Detail for Period 0 through 10 - April of FY 2013-2014
and Monthly Report Subfunds and Either Salaries or Fringe Benefits

Object	Original Budget	Available Budget	Actuals: Year to Month (Labor Interface)	Actuals: Year to Month (Adjustments)	Labor Interface + Adjustments	Actuals: Year to Month (Current)	Year End Estimate (Last PPD)	Estimated Variance (Last PPD)	Year End Estimate (YTD)	Estimated Variance (YTD)
Department: WOM STATUS OF WOMEN										
Subfund: 1GAGFAA GF-NON-PROJECT-CONTROLLED										
Character: 001 SALARIES										
001 PERMANENT SALARIES-MISC	569,647	569,647	463,145	(2,178)	460,967	460,967	553,707	15,940	559,575	10,072
009 PREMIUM PAY	0	0	2,616	0	2,616	2,616	2,726	(2,726)	3,176	(3,176)
010 ONE-TIME PAYMENTS	0	0	2,597	0	2,597	2,597	0	0	2,597	(2,597)
001 SALARIES Subtotal	569,647	569,647	468,358	(2,178)	466,180	466,180	556,433	13,214	565,347	4,300
Character: 013 MANDATORY FRINGE BENEFITS										
013 RETIREMENT	119,409	119,409	83,000	7,029	90,028	90,028	106,450	12,959	109,348	10,061
014 SOCIAL SECURITY	41,896	41,896	33,437	0	33,437	33,437	40,201	1,695	40,590	1,306
015 HEALTH SERVICE	64,243	64,243	46,778	13,122	59,900	59,900	72,705	(8,462)	74,510	(10,267)
016 DENTAL COVERAGE	7,809	7,809	5,721	657	6,378	6,378	7,820	(11)	7,954	(145)
017 UNEMPLOYMENT INSURANCE	1,426	1,426	1,000	0	1,000	1,000	1,228	198	1,215	211
019 OTHER FRINGE BENEFITS	6,047	6,047	4,536	0	4,536	4,536	6,627	(580)	5,839	208
013 MANDATORY FRINGE BENEFITS Subtotal	240,830	240,830	174,571	20,808	195,378	195,378	235,031	5,799	239,456	1,374
1GAGFAA GF-NON-PROJECT-CONTROLLED Subtotal	810,477	810,477	642,929	18,630	661,559	661,559	791,464	19,013	804,804	5,673
WOM STATUS OF WOMEN Subtotal	810,477	810,477	642,929	18,630	661,559	661,559	791,464	19,013	804,804	5,673

City and County of San Francisco
Budget vs. Actual 2 yr for Period 0 through 10 - April of FY 2013-2014
and Monthly Report Subfunds and Sources Only

Subfund	Available Budget FY	Actuals to 10/10 Month	Balance FY to Month Rate	Actual - Prior Month	Commitment FY End	Penalties (Subfund FY 10)	Available Budget	Actuals Year to Month	Actuals Year to Month Rate	Comments	Remaining Balance	Year End Estimate (Last FY)	Estimated Variance (over FY)
Department: WOM STATUS OF WOMEN													
Subfund: 25HFDVP DOMESTIC VIOLENCE PROGRAM FUND													
20921 MARRIAGE LICENSE	210,000	172,569	82.2%	248,745	0	(38,745)	221,697	215,625	97.3%	0	6,072	253,809	(32,192)
25210 COURT FINES	0	8,012		10,624	0	(10,624)	7,524	5,119	68.0%	0	2,405	6,325	698
60130 COUNTY CLERK FEES	0	0		75	0	(75)	146	77	52.7%	0	69	103	43
69968 BEGINNING FUND BALANCE-BUDGET BASES	43,974	43,974	100.0%	43,974	0	0	109,417	109,417	100.0%	0	0	145,890	(36,472)
25HFDVP DOMESTIC VIOLENCE PROGRAM	253,974	224,555	88.4%	303,417	0	(49,444)	338,784	330,239	97.5%	0	8,546	406,707	(67,523)
Subtotal	253,974	224,555	88.4%	303,417	0	(49,444)	338,784	330,239	97.5%	0	8,546	406,707	(67,523)
WOM STATUS OF WOMEN	253,974	224,555	88.4%	303,417	0	(49,444)	338,784	330,239	97.5%	0	8,546	406,707	(67,523)



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

COMMISSION MEETING MINUTES

Wednesday, June 25, 2014

4 – 6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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NANCY KIRSHNER-
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ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

Members Present

President Nancy Kirshner-
Rodriguez
Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Staff Present

Executive Director Emily M. Murase, PhD
Fiscal & Policy Analyst Stephanie Nguyen
Executive Management Assistant Iris Wong
Women's Policy Director Minouche Kandel
Gender Equality Principles Program Coordinator
Tara Gamboa-Eastman
Summer Intern: Celia Flinn
Sarah Scriven
Eva Morgenstein
Emma Williams-Baron

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez called the meeting to order at 4:11 pm.

Action: To approve the meeting agenda as proposed.

m/s/c(Ackerman/Shorter/Unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from May 28, 2014.

m/s/c (Ackerman/Gamez/ Unanimous)

III. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda

m/s/c (Ackerman/Gamez/Unanimous)

A. Public Comment

1. Resolution Recognizing Blanche Blachman

Commissioner Ackerman, who nominated Ms. Blachman for this resolution, spoke about Ms. Blachman's dedication in investigating how the city agencies in San Francisco responded to Ms. Tempongko's murder by

her boyfriend. Her work formed the foundation for the Justice & Courage Oversight Panel on Domestic Violence Policy Reform, and contributed to eliminating domestic violence homicides in San Francisco. A final report of the Justice & Courage Oversight Panel is scheduled to be released this fall.

Ms. Blachman thanked the Commissioners for their recognition, as well as her colleagues at the City Attorney's office for their hard work.

Domestic Violence Consortium Executive Director Beverly Upton, Chief Deputy City Attorney Terry Stewart, and Chief Assistant City Attorney Jesse Smith spoke about Ms. Blachman's achievements, and thanked the Commissioners for recognizing her tremendous achievements.

Commissioner Soo arrived at 4:28 pm.

IV. NEW BUSINESS

A. San Francisco Early Care and Education Needs Assessment

Human Services Agency Administrative Analyst for Early Care and Education Policy Graham Dobson introduced San Francisco Child Care Planning and Advisory Council Coordinator Erica Maybaum, who presented on the findings of the recently published *Early Care and Education Needs Assessment*. Below are some highlights from Ms. Maybaum's presentation.

- 35% of San Francisco children under the age of 12 (approximately 25,186 children) are living in early care and education subsidy eligible families (those with incomes below 70% of the State Median Income – \$67,401 for a family of three people).
- 12% of children under 12 years old are below the federal poverty line (\$19,000 for a family of three).
- 78% of families in Treasure Island are headed by single women.
- Between 2006 and 2012, there has been an increase of 3,391 slots for licensed care, either center-based or at Family Child Care homes.
 - Within Licensed Family Child Care, the largest increase in slots has been for children 3 – 5 year of age.
- In 2012, the majority of subsidies come from San Francisco Unified School District and CalWorks.
- The neighborhoods with the highest level of unmet need by age groups are:
 - Infant/Toddler – Inner Mission/ Bernal
 - Preschool – Bayview/ Hunter's Point
 - School Age – Outer Mission/ Excelsior/ Ingleside

A full report of the needs assessment can be found here: www.sfcpcac.org/file10032.html

Discussion focused on gathering data on foster children and LGBT families in future studies. The Commission thanked Ms. Maybaum for her presentation.

B. Presentation on 7th Arab Women Conference

Arab Cultural Community Center (ACCC) Executive Director Soraya Hosni introduced Programs Assistant Zaynha Hindi who gave a brief overview on the conference that took place on April 5, 2014 at St. Mary's Cathedral.

Since 2007, ACCC has held an annual conference to unite Arab women and allies from different ethnicities and genders, inviting artists to perform and community members to speak. It is one of just a few cultural centers in San Francisco that puts together a conference focused on women.

The theme for this year's conference was "The Power of Women." Speakers from around the world shared their insights and conducted interactive workshops with participants, focusing on the following areas:

- Empowered Arab Women's Health
- Nourishing Ourselves
- Legacies for Our Daughters
- Visions for Arab Womanhood
- Jewelry Making
- Exploring Our Relationship with Empowerment
- Empowerment through Understanding of Entity
- Arab Women and Social Movements
- Empowering Our Communities at Home
- Renaissance of Arts in the Arab World

This year's conference also highlighted the "Take on Hate" Campaign, a multi-year, grassroots campaign of the national network of Arab American communities, which challenges the growing prejudice and persistent misconception of Arab Muslim Americans. Another highlight was the Young Leaders Award given to Eslah Alowdi for outstanding accomplishments in leadership in the community. She was awarded \$500 scholarship to support her college career and her dream of becoming a pediatrician.

V. OLD BUSINESS

A. Gender Equality Principles Initiative

Dr. Murase gave a brief update of the Gender Equality Principles (GEP) Challenge, which is in its second year. Dr. Murase stated that staff will be focusing its efforts in the Challenge, and that corporate roundtables will go on hiatus for the time being. The Department is currently reaching out to companies who are interested in the challenge, and Dr. Murase asked Commissioners for their input on companies they should encourage to apply.

Discussion focused on the direction that GEP will take and this year's strategic plan. Commissioners expressed interest in discussing the future of GEP in upcoming Commission meetings.

1. Public Comment:

- a. Roberta Guise, Co-Chair of Public Policy for AAUW, expressed support for the GEP Initiative, stating that technology companies are now turning their attention on gender disparities.
- b. Sarah Hicks-Kilday of the San Francisco Childcare and Providers Association commented that childcare jobs tend to have low wages, and a majority of people who take childcare positions are women.
- c. Robin Brasso supported Ms. Hicks-Kilday's comment and stated that it is important to change the mindset on childcare jobs and pay equity.
- d. Nicole Plata, Community Empowerment Specialist at the Mental Health Association of San Francisco, introduced the Fire Within Program, which provides mentorship to youth enterprises and industry leaders. She stated an interest in partnering with the Commission on this project.

VI. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Below are the topics that were highlighted:

1. Family Friendly Workplace Ordinances

In the proposed budget, Mayor Lee allocated \$75,000 to conduct outreach around the Family Friendly Workplace Ordinance. Legislative Director Elizabeth Laferriere was recognized for her role in developing the original request.

2. U.S. Department of Labor Regional Summit on Working Families

Dr. Murase, President Kirshner-Rodriguez, and Ms. Laferriere attended the White House Summit on June 23.

3. Violence Against Women Community Needs Assessment

The results of the study will be presented to the Commission in July.

4. Domestic Violence Training for Department of Child Support Services (DCSS)

Director of Women's Policy Minouche Kandel delivered several trainings at DCSS on how to recognize and respond to suspected domestic violence.

5. Children's Fund Renewal

The Department has analyzed the first draft of the Children and Youth Fund Charter Amendment and submitted recommendations.

6. Budget Presentation

Special thanks to Fiscal and Policy Analyst Stephanie Nguyen for compiling an informative budget presentation for the Board of Supervisors last week.

7. Summer Interns

The Department has four summer interns this year.

- a. **Celia Flinn** – Claremont McKenna College; she is working on a memo about prevention methods for domestic violence for youth and college students.
- b. **Eva Morgenstien** – Smith College; she is working on a report comparing the amount of domestic violence homicides in cities and other types of homicides.
- c. **Sarah Scriven** – Duke University; she is working on the Cities for CEDAW Campaign.
- d. **Emma Williams-Baron** – Reed College; she is working with Ms. Laferriere on legislation, Gender Analysis of Departments, and Healthy Mothers Workplace Coalition.

VII. REPORTS

A. Cities for CEDAW

President Kirshner-Rodriguez attended the US Conference of Mayors last week, and she spoke at the Women's Caucus on the Cities for CEDAW Campaign. The resolution supported by Mayor Edwin Lee, Mayor Eric Garcetti of Los Angeles, and Mayor Mary Ann Lutz of Monrovia passed out of the Social Criminal Justice Committee with 7 additional mayoral cosponsors.

B. Family Violence Council

The next meeting will take place on Wednesday, September 3, 3 – 5 pm at City Hall Room 305.

C. Justice & Courage

A draft of the *Justice & Courage Final Report* has been completed, and will be presented to Commissioners at the July meeting.

D. General Commission Business

The Joint Commission Meeting with the Health Commission is confirmed for Tuesday, September 16, 4 – 6 pm at 101 Grove Street, Room 300.

VIII. ADJOURNMENT

President Kirshner-Rodriguez adjourned the meeting.

Action: To adjourn the meeting.

m/s/c (Gamez/Shorter/Unanimous)

Meeting was adjourned at 6:40 pm.

DRAFT





City and County of San Francisco

Commission on the Status of Women

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NANCY KIRSHNER-RODRIGUEZ
President

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EMILY MURASE, PhD
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COMMISSION MEETING AGENDA

Wednesday, July 23, 2014

4 – 6 pm

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Total Estimated Meeting Time: 2 hours

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

Remarks by President Kirshner-Rodriguez.

ACTION 1 min.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

Explanatory document – Draft Minutes from June 25, 2014.

Action: To approve draft minutes from June 25, 2014.

ACTION 3 min.

III. EXECUTIVE DIRECTOR'S REPORT

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan, which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

DISCUSSION 10 min.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

ACTION 10 min.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

A. Resolution Recognizing Swords to Plowshares

B. Resolution Recognizing the 145th Anniversary of Gum Moon Women's Residence

VI. NEW BUSINESS

DISCUSSION/ACTION

A. Domestic Violence Information and Referral Center (DVIRC)

10 min.

Woman Inc. Community Liaison Manager Mariya Taher will provide an update on DVIRC.

B. Violence Against Women (VAW) Community Needs Assessment Presentation

40 min.

Senior Research Associate Pamela Anderson, PhD, Research Associate Liz McDade-Montez, PhD, and Research Associate Rebekah Cohen of ETR Associate will present on the recently completed VAW Community Needs Assessment.

Explanatory document: *2014 Violence Against Women Community Needs Assessment Final Report*.

Action: *To approve the Violence Against Women Community Needs Assessment.*

C. Justice & Courage Oversight Panel on Domestic Violence Policy Reform Final Report

20 min.

Women's Policy Director Minouche Kandel will present highlights from the *Justice & Courage Final Report*.

Explanatory document: *2002 – 2014 Final Evaluation of the Justice and Courage Oversight Panel*.

Action: *To approve the Justice & Courage Final Report.*

VII. REPORTS

DISCUSSION

10 min.

Commissioners will report on activities related to the work of the Commission.

A. Cities for CEDAW

President Kirshner-Rodriguez

B. Human Trafficking

Commissioner Soo

C. General Commission Business

Commissioners

VIII. AGENDA FOR FUTURE COMMISSION MEETINGS

DISCUSSION

5 min.

Discussion regarding agenda items for upcoming meetings.

IX. GENERAL PUBLIC COMMENT

DISCUSSION

10 min.

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

X. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting in honor of Immigrant Rights Commissioner Vera Haile.

Action: *To adjourn the meeting.*

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound producing electronic devices. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at 415-252-2570 at least two business days before the meeting. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. **KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE** (Chapter 67 of the San Francisco Administrative Code): Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. **FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE SUNSHINE ORDINANCE, CONTACT SUNSHINE ORDINANCE TASK FORCE**, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689; phone: (415) 554-7724; fax: (415) 554-7854; email: sotf@sfgov.org. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, at the San Francisco Public Library, and on the City's website at <http://www.sfgov.org>. Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: www.sfgov.org/ethics.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco Department on the Status of Women



Edwin M. Lee
Mayor

EXECUTIVE DIRECTOR'S REPORT

July 23, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Policy Leadership

A. Cities for CEDAW

Following the successful efforts of President Nancy Kirshner-Rodriguez at the US Conference of Mayors (USCM), staff is strategically planning for the remaining time of the campaign. President Kirshner-Rodriguez, Policy Fellow Tara Gamboa-Eastman, Summer Intern Sarah Scriven, and I created a list of the top twenty U.S. and California cities on which to focus the Department's initial government outreach for the Cities for CEDAW campaign. Factors considered for this list included: President Kirshner-Rodriguez's feedback from UCSM, mayoral interest in CEDAW, where the Department has staff contacts, co-sponsorship of the Cities for CEDAW resolution at USCM, where Cities for CEDAW has NGO support, and cities whose local governments are currently working on measures similar to CEDAW.

On July 24, the Department will host the first monthly Cities for CEDAW webinar. These webinars will connect advocates from across the country to share best practices and lessons learned in regards to advocating for CEDAW in their cities. This first webinar will be an introduction to the movement. President Kirshner-Rodriguez and I will speak, along with representatives from our partner agency, the Women's Intercultural Network.

B. Legislative Agenda

Legislative Director Elizabeth Laferriere and Director of Women's Policy Minouche Kandel, with the help of their interns, continue to track and engage with the local and state legislation prioritized by the Department. In recent weeks, several pieces of their legislation have succeeded; two passed at the state level. The first state-level bill, SB 2035, stipulates that a child victim of sexual exploitation should be treated under the dependency system, not the criminal justice system; provides for a training course for social workers and other advocates; and requires interagency protocols for serving the commercially sexually exploited children in all California counties. The Department made significant efforts to support the bill officially by writing letters of support, helping secure cosponsors, and advocating for its inclusion on the May State Legislative Committee Agenda. While SB 2035 is still in the docket, the primary content of SB 2035 was included in the State budget through a consensus ballot, in effect passing unanimously.

Ms. Laferriere and intern Emma Williams-Baron are also working with Equal Rights Advocates on a project related to Title IX compliance in SFUSD schools, K-12.

C. 2014 CEDAW Women's Human Rights Awards Luncheon

Together with President Kirshner-Rodriguez and Friends of the Commission President Marily Mondejar, we have finalized the nominees for the 2014 CEDAW Women's Human Rights Awards. The categories for this year's awards and the corresponding nominees are listed on the next page.

1. Art – Ms. Regina Scully
2. Claire Joyce Tempongko Memorial Award – Ms. Liz Augilar-Tarchi
3. Community Building – Ms. Rita Semel
4. Corporate – Mr. Ken McNeely
5. Education – Ms. Alecia DeCoudreaux
6. Global/Sustainability – Ms. Becca Prowda
7. Government – Ms. Catherine Dodd
8. Health – Dr. Nancy Milliken
9. International Comity – Ms. Soon-Young Yoon
10. Law – The Honorable Tani Cantil-Sakauye
11. Leadership – Lt. Governor Gavin Newsom
12. Philanthropy – Mr. Marc Benioff

We congratulate all the nominees for their exceptional work in advancing women's human rights. The luncheon will take place on September 22 at the Merchants Exchange Building.

II. Women in the Workplace

A. Gender Equality Principles

Since its launch in early June, Department staff and fellows have been working diligently to recruit participants for the 2nd Gender Equality Challenge. Policy Fellow Tara Gamboa-Eastman has contacted more than 70 companies, including 23 technology companies, 10 law firms, and 6 banks. To date, five companies have committed to submitting applications by August 1, 2014. Please alert Ms. Gamboa-Eastman of any companies that might be interested in participating in this recognition program.

The 2014 Gender Equality Challenge Forum will take place on Friday, January 30, 2015 (time TBA) at the Schwab Center at 211 Main Street in San Francisco. Charles Schwab is a co-sponsor of the event and has generously donated the event space to the Department free of charge.

Ms. Gamboa-Eastman consulted with Julianna Hynes, Chair of the Contra Costa Commission on the Status of Women, and Lauren Othon, Policy Advisor for the Seattle Human Rights Commission, on how to develop versions of the Gender Equality Principles Initiative in Seattle.

B. Gender Analysis of City Departments

The Department is in the process of developing a three-year plan for its gender analyses of city departments and certain programs within them. Staff will work with Commissioners to finalize the list, begin developing targeted questions for each department, initiating contact and setting dates for the presentations. In the first of these three years, the Department aims to focus on CityBuild (a program of OEWD), the Police Department, Recreation and Park Department, and Aging and Adult Services.

C. Healthy Mother's Workplace Coalition

The Healthy Mothers Workplace Coalition is collecting applicants for the 2014 award. Ms. Laferriere and Ms. Williams-Baron have been busy identifying new outreach targets and have connected with last year's winners, merchant associations, registered Local Business Enterprises, and many more, totaling about 4700 contacts. The application (or assessment) includes some minor revisions from last year's version, including the incorporation of compliance with the Family Friendly Workplace Ordinance. Completed assessments are due to the Coalition by August 20 to be considered for the 2014 award. The awards ceremony will take place on September 15 at the Federal Building.

D. Family Friendly Workplace Policies

A bill appropriating funding for outreach around Paid Family Leave, which celebrated its 10th anniversary on July 1, succeeded after the Department wrote letters of support that included a copy of the Commission resolution, shared information with the City's lobbyists, and advocated for its necessity. The proposal calls for \$1 million to be used for education and outreach efforts in 2015, \$2.5 million in 2016, and \$3 million in 2017. The first year would be dedicated to ramping up and developing materials, and the third year would include an evaluation component.

Additionally, Ms. Laferriere is contributing to an opinion piece on AB 1579, the Healthy Babies Act, and successfully secured State Legislation Committee support for Paid Sick Leave in California.

The Department also helped acquire funding for outreach for the Family Friendly Workplace Ordinance, through collaboration with the Office on Labor Standards Enforcement and the Human Rights Commission. The funding will be used to educate San Franciscans about their right to request flexible work arrangements without fear of retaliation, and be granted that request unless a bona fide business reason precludes such arrangements. Due to the "culture-change" nature of this law, Ms. Laferriere has been considering a Capacity Building Grant (CBG) with a community-based organization to ensure a high impact investment in sustainable outreach around work-family rights, rather than a one-time, one-year education campaign.

The final meeting of the Workplace Scheduling Task Force, staffed by Ms. Laferriere, is scheduled to take place on a to-be-determined date in late July. Up until this point, the task force, comprised of business and worker interests as well as Board President David Chiu and the Department, has discussed an overview of the issue of unpredictable scheduling, the causes, the needs of both sides, and policy proposals. The group will consider final recommendations at this July meeting.

III. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

Our VAW Partner Agencies continue to provide vital violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. To date our Violence Against Women Partner Agencies have spent approximately \$3.5 million, or 95%, of grant funding. Partner Agencies are in the process of submitting final invoices for FY 2013-2014, and are working to spend down contract balances and continue to meet program goals and deliverables.

Associate Director Carol Sacco concluded the required Grant Agreement documents, and they are currently with our City Attorney for review and signature. Once the Grant Agreements are signed, they will be sent to our accountant for encumbrance. The Department is allocating just over \$4.6 million in grant funding over the next fiscal year. Grant Agreements will be in place for a July 1, 2014 start date and will commence June 30, 2015.

1. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

As part of the ongoing Citywide Fiscal and Compliance Monitoring Committee work City departments are in the process of conducting site visits, and reviewing self-assessments of nonprofits. Approximately 200 non-profit contractors will undergo a self-assessment, or site visit, as part of the Citywide Fiscal and Compliance monitoring efforts. Ms. Sacco has conducted site-visits of La Casa de las Madres, Asian Pacific Islander Legal Outreach (APILO) and the Arab Cultural and Community Center, and Mujeres Unidas y Activas has

completed a self-assessment. Ms. Sacco will also participate in the monitoring of a number of shared non-profit contractors.

2. *Community Needs Assessment*

Earlier this month, ETR Associates presented its preliminary results and recommendations to members of the Domestic Violence Consortium and was met with positive feedback. Comments collected from the Domestic Violence Consortium presentation are reflected in the final report. The researchers from ETR Associates are presenting their full report to you for approval this evening. The Department intends to implement several recommendations derived from their study in the upcoming Violence Against Women Prevention & Intervention Grants Program Request For Proposals to be released later this year. Our plan of action is detailed in the response included in your materials tonight.

3. *Arab Cultural and Community Center*

On June 30, Ms. Sacco and I met with Soraya Hosni, Executive Director of the Arab Cultural & Community Center, who raised a concern about preparing for an influx of Syrian refugees. We intend to connect with city agencies plan a convening around this issues in the coming weeks.

B. **Domestic Violence**

1. *Domestic Violence Advocate at Housing Authority Proposal*

The Housing Committee of Justice and Courage, chaired by Ms. Kandel, created a proposal for a domestic violence advocate to be housed at the San Francisco Housing Authority. Earlier this year, the Justice and Courage Housing Committee identified the need for these advocates to be located on-site at the San Francisco Housing Authority to serve neighborhoods that currently lack community-based domestic violence agencies, most notably the Bayview-Hunters Point, Visitation Valley, and the Western Addition.

Many thanks to the hard work of Ms. Kandel and former Graduate Policy Fellow Grace Fisher for putting together the proposal to address this critical service gap. Funding for this position was allocated to the Department in the add-back process of the Board of Supervisors. The Department will have \$110,000 to go towards funding two full-time domestic violence advocates from a community agency to be placed at the Housing Authority. The advocates will assist in reducing homelessness, increasing safe housing for victims of domestic violence, providing counseling, advocacy, safety planning, and transfer assistance. This is a first for San Francisco!

2. *Workplace Domestic Violence Policy*

Starting in July, Ms. Kandel will be meeting with the City's Human Resources Department to update the City's workplace violence policy to strengthen provisions around domestic violence. The Department is finishing up work on a brochure on domestic violence and the workplace that has guides for survivors, co-workers and supervisors.

3. *CalWORKS and Domestic Violence Workgroup*

On June 20, 2014, Ms. Kandel participated in the CalWORKS and Domestic Violence workgroup at the Human Services Agency. Ms. Kandel and several members of the group helped revise the notice that is given to all CalWORKS applicants and recipients, which informs them about the options for abuse survivors.

D. **Human Trafficking**

1. Mayor's Task Force on Human Trafficking

Ms. Kandel will chair a meeting of the Mayor's Task Force on Anti-Human Trafficking on June 25, 2014. At the meeting, there will be a motion to approve a data collection tool used by City departments and nonprofits to collect data on the types of trafficking survivors they see, and by law enforcement to record the types of perpetrators they face, which will be compiled into a report by the Department. According to Annemarie Conroy of the U.S. Attorney's Office, no other Bay Area county is collecting data in this comprehensive manner. The Task Force is also beginning discussions on planning for the 2016 Super Bowl hosted by San Francisco.

a. Sex Workers Rights Meeting

Ms. Kandel has been coordinating meetings with representatives from sex worker rights groups to ensure that the anti-trafficking work done by San Francisco does not put sex workers (trafficked or not) at more risk. This group last met on June 30, 2014. The group is looking at ways to create an environment where sex workers feel safe reporting violence from predators.

IV. Girls

A. Follow-up with the Department of Children, Youth, and Their Families

On July 11, Ms. Laferriere, Executive Management Assistant Iris Wong, and I met with DCYF Director Maria Su and Deputy Director Laura Moye, and included Girls Alliance Executive Director Emma Mayerson and Oasis for Girls Executive Director Jessica Van Tuyl to discuss on-going strategies for ensuring a gender lens at DCYF.

B. Children and Families First Initiative

The Department continues to monitor the Children and Families First Initiative legislation, which consists of both the Children and Youth Fund and Public Education Enrichment Fund Amendments, and will advocate for a girls-services expert on the Oversight Committee when its composition is considered.

V. Outreach

A. Southeast Nonprofit Resource Fair

The Controller's Office and the Public Utilities Commission, in partnership with District 10 Supervisor Malia Cohen, the Office of the Mayor, and other City Departments, hosted the inaugural Southeast Nonprofit Resource Fair on Wednesday, July 16, at the Contractors Assistance Center. Supervisor Cohen was on hand and provided welcoming remarks. The event was directed toward community based nonprofits, providing an opportunity to ask questions, understand the paperwork required to become a City Vendor, practice proposal writing skills, network with other nonprofits working in the community, learn about upcoming funding opportunities from various City Departments, and attend interactive breakout sessions related to the City's grant/contracting process.

Ms. Sacco, Ms. Gamboa-Eastman, summer interns Sarah Scriven and Celia Mae Flinn staffed the Department resource table and distributed materials, including our Department brochure, anti-trafficking resources, as well as information about our upcoming Request for Proposals and funding priorities. They also assisted the Controller's Office with outreach calls to community nonprofits and event evaluations.

B. Osaka University Distance Learning

On June 26, I gave a lecture to about 100 Japanese students of Osaka University via SKYPE on "New Challenges for Workers in the 21st Century," encouraging them to review the Gender Equality Principles and to come up with their own recommendations for gender equality in the workplace.

C. Korean Women's Development Institute

On June 27, Executive Management Assistant Iris Wong and I met with Dr. Mijeong Lee of the Korean Women's Development Institute to discuss the work of the Department.

D. Friends of the Commission on the Status of Women

President Kirshner-Rodriguez and I continue to meet with the Board of Directors of the Friends in the hopes of concluding a Memorandum of Understanding. There are a number of points that still need to be resolved. A draft MOU is being reviewed by our Deputy City Attorney.

E. Accelerate for Women & Girls

Previously, I reported on my work on the Steering Committee of the Bay Area Alliance for Women and Girls. The organization has changed its name to "Accelerate for Women & Girls," in part, to avoid confusion with the Alliance for Girls. The mission is to catalyze and support collective action to radically accelerate the empowerment of women and girls. The idea is to serve as a network for women and girl-serving organizations. The Steering Committee is planning a conference for mid-November.

F. Women in Public Service 2015

President Kirshner-Rodriguez and I met with Renne Jadushlever, Vice President of Mills College, to discuss Women in Public Service 2015. As part of this initiative launched by then-Secretary of State Hillary Clinton, Mills will be hosting a delegation of 30 women leaders from developing and conflict countries for 10 days. We have been requested to plan a San Francisco day as part of the initiative.

E. Women Veterans Professional NetWork Event

On July 26, Swords to Plowshares will hold its Women Veteran Professional NetWork event, a workshop designed to engage Bay Area women veterans with career development opportunities. Ms. Laferriere and Ms. Gamboa-Eastman have both been active supporters of this event, and assisted Swords with planning and outreach.

F. Association of California Commissions for Women (ACCW)

Ms. Wong represented the Commission and Department at the ACCW annual meeting on June 28 in Santa Clara. She presented on the Cities for CEDAW Campaign with Los Angeles Commission President Araceli Campos and Women's Intercultural Network President/Co-Founder Marilyn Fowler.

V. Department Budget & Administration

A. Finance

In efforts to elucidate complex City processes for current and new staff, the Department recently completed and implemented its first Financial Policies & Protocols Guide. This manual provides clear guidance on fiscal protocols related to purchasing, procurement, reimbursement, travel, invoicing, payment, and cash receipts. The Department will periodically revise the guide to reflect departmental and City-wide changes in fiscal policies. The first draft of this document was submitted to the Controller's

Office for review. I'd like to thank Lillian Chan and Cherie Wan from the Controller's Office and our Fiscal and Policy Analyst Stephanie Nguyen for their work on this endeavor.

B. New Senior Development Manager

Please join me in welcoming Andrea Evans to the Department as our part-time senior development manager. She will be working primarily on the "Cities for CEDAW" Campaign.

V. Calendar

Events organized by the Commission and Department are in *italics*. Events are in San Francisco unless otherwise noted.

<i>Wed, July 23</i>	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408.</i>
<i>Sat, July 26</i>	<i>Women's Veterans Professional NetWork Workshop, 10 am – 4 pm, Second Act Market Place, 1727 Haight Street, registration required.</i>
<i>Fri, Aug 8</i>	<i>Gum Moon Asian Women's Resource Center 30th Anniversary Dinner – Lighting the Way for 145 Years, Far East Café, 631 Grant Avenue.</i>
<i>Sat, Aug 23</i>	<i>Women's Equality Day, hosted by Women's Intercultural Network, 9:30 am – 4:30 pm, 762 Fulton Street.</i>
<i>Wed, Aug 27</i>	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408.</i>
<i>Wed, Sept 3</i>	<i>Family Violence Council, 3 – 5 pm, City Hall, Room 305.</i>
<i>Mon, Sept 15</i>	<i>Healthy Mothers Workplace Awards Ceremony, time TBA, Federal Building, 90 7th Street.</i>
<i>Tue, Sept 16</i>	<i>Joint Commission Meeting with Health Commission, 4 – 6 pm, 101 Grove Street, Room 300.</i>
<i>Mon, Sept 22</i>	<i>CEDAW Awards Luncheon, 11:30 am – 2 pm, Julia Morgan Ballroom, The Merchants Exchange Building, 465 California Street.</i>
<i>Wed, Oct 1</i>	<i>Domestic Violence Awareness Month.</i>
<i>Fri, Oct 3</i>	<i>Mary Elizabeth Inn Centennial Gala, 6 pm, Mary Hopkins Hotel</i>
<i>Wed, Oct 22</i>	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408.</i>
<i>Wed, Nov. 19</i>	<i>Family Violence Council, 3 – 5 pm, 400 McAllister Street, Room 617.</i>
<i>Fri, Nov 21</i>	<i>Commission Strategic Planning Session, 8 – 4 pm, Location: TBD.</i>
<i>Wed, Dec 17</i>	<i>Commission Meeting, 4 – 6 pm, Location: TBD.</i>
<i>wed Mon, Dec 23</i>	<i>SFCAHT Labor Trafficking Conference, time TBD, State Building, 455 Golden Gate Avenue, (between Polk & Larkin).</i>
<i>Wed, Dec 17</i>	<i>Commission Meeting, 4 – 6 pm, Location: TBD</i>



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
Department on the Status of Women



Edwin M. Lee
Mayor

Date: July 9, 2014
To: Commissioners of the Commission on the Status of Women
CC: Elizabeth Laferriere, Legislative Director
From: Emma Williams-Baron, Legislative Intern
Through: Dr. Emily Murase, Executive Director
Subject: Three-Year Gender Analysis Plan

A central mission of the Commission and Department on the Status of Women is to carry out the provisions of Section 12K of the San Francisco Administrative Code, or the local implementation of CEDAW, including the gender analysis of city departments and programs (Sec. 12K.4(b)). The Department is tasked with analyzing city departments through a gendered lens in relation to their budget, services, and employment, and commits to four such analyses per fiscal year.

This memo outlines a prospective three-year plan to strategically target departments or programs within departments which may be of particular interest for said analysis, and highlights potential avenues of inquiry for those departments, supported by statistics (where available) and social trends.

Year One	Year Two	Year Three
Recreation and Parks Department	Youth Commission	Department of Public Health
Aging and Adult Services	Child Support Services	Entertainment Commission
CityBuild	Human Services Agency	Building Inspection Department
Police Department	Summer Jobs+	Planning Commission

Table 1. An overview of the Department on the Status of Women's three-year gender analysis plan.

Year One

Recreation and Parks Department

San Francisco's Recreation and Parks Department manages parks and public spaces and provides recreational services, classes, and events. Public places are experienced in gendered ways: how safe a woman or girl feels in a San Francisco park can significantly affect her use and enjoyment of public spaces. Analyzing the Recreation and Parks Department, therefore, could focus on women's safety and comfort in parks:

- Lighting at night: which areas are lit, how close together or far apart lights are, how quickly fixed when broken
- Emergency phones: existence of, data on use, patterns of use (geographic, temporal, content of calls)
- Monitoring and addressing dangerous activities within parks, and data on such activities
 - Sexual harassment and assault, drug use, other crime
- Maintenance of facilities
 - Making parks welcoming and providing for needs: keeping lawns and forested areas orderly, maintaining restrooms and water fountains, paving walkways, fencing to keep non-participants from watching play or sports

Aging and Adult Services

The Department of Aging and Adult Services plans, coordinates, provides, and advocates for community-based services for older adults and adults with disabilities. As the majority of elderly adults are women (56.4% of San Franciscans 65 and older are women; of SF women 75 and older, 12,822 cannot live independently, compared to 5,259 men 75 and older; women on average outlive men and have less access to retirement savings), and the majority of caregivers to the elderly are women (nationally, 66% of caregivers to the elderly are women), an analysis of the Department's services through a gendered lens could shed light on the Department's engagement with and consideration of elderly San Franciscan women and the women who care for them.¹ A gender analysis could consider:

- How the Department connects with and provides services to private caregivers to the elderly, including counseling and support groups for caregivers and aid to domestic workers
 - Individuals caring for aging parents/other family (nationally, 65% of older persons rely exclusively on family for assistance)²
 - Including services that acknowledge that many women leave the labor force to care for elderly family because the cost of domestic help is prohibitively expensive
 - Employed domestic workers, live-in nurses, etc., whose rights to minimum wage, overtime pay, breaks, and protection from trafficking, sexual, physical, and psychological abuse, were recently triumphed by the 2012 California Domestic Workers Bill of Rights
- Department's employment composition (as caregiving is traditionally associated with women)
- Employees' salaries (a traditionally "women's work" profession may be vulnerable to pay disparities)

CityBuild

A project within the Office of Economic and Workforce Development, CityBuild offers construction job training in the form of 18-week pre-apprenticeship and construction administration programs, as well as

job recruitment, employment networking, and placement services. CityBuild is an effective stepping stone to employment in the construction field—and assuring that San Franciscan women can benefit from its services would go far to promote women’s participation in a field traditionally hostile to them, open the scope of women’s possibilities for employment, and combat stereotypes concerning who is capable of doing construction work. A gender analysis of CityBuild could examine:

- How the program recruits, attracts, and retains women
- How it analyzes and addresses the challenges presented to woman participants
- The composition of CityBuild’s administrative staff and their compensation

Police Department

Given the size of the Police Department, a strategic analysis of specific components of the Department will be the most effective method of analysis. Three components are of particular interest: workforce composition, policy related to street harassment and sexual assault, and the reality of these policies’ execution. Of the most recent Police Academy graduates, only 23% were women.³ An analysis of the Department could center on:

- Outreach and recruiting strategies, and methods of conscious confrontation of gender bias in the hiring process
- Examination requirements, and gendered patterns of when women drop out
 - This line of inquiry could draw upon the Department on the Status of Women’s prior experience with similar issues in the Fire Department
- Gendered patterns within positions of power
- The Department’s policies concerning sexual assault and those policies’ execution in everyday situations
- The Department’s efforts to encourage reporting of sexual assault and rape
 - 40% of rapes are reported to police, 10% lead to an arrest, and 3% of rapists spend any time in prison⁴
- Who determines the initial coding of a sexual assault, who can determine change in coding, how often reports are classified as “unfounded,” and on what basis
 - Research has shown that nationally, police treat sexual assault cases less seriously than is warranted, for reasons including inadequate training, outdated ideas about what constitutes “legitimate” sexual assault, and informal pressure to reduce reported crime rates⁵
- How and how often officers are trained to respond to sexual assault
- How officers interact and collaborate with victim advocates and medical personnel
- How the Department collects and uses data about sexual assault cases
- How and how often the Department conducts audits or reviews of its treatment of sexual assault cases
- How the Department collaborates with transportation agencies in cases of sexual assault and harassment, especially on MUNI
 - Only 6% of sexual assaults on public transportation in the Bay Area are reported to police⁶
 - Police documented only 15 sexual assault crimes (and no arrests) on Muni in 2011; in contrast, BART documented 76 sexual assault crimes. That BART has its own police team may influence the disparity in these numbers.⁷

Year Two

Youth Commission

San Francisco's Youth Commission engages 17 young San Franciscans between the ages of 12 and 23 in advising the Board of Supervisors and the Mayor on policies and laws related to young people. An analysis of the Commission might focus on:

- The composition of the board, historically and currently, and the demographics of leadership positions (Chair, Vice Chair, etc.)
- How the Commission advertises and recruits applicants
- How the Commission chooses issues on which to advise the Board of Supervisors and the Mayor

Child Support Services

The mission of the Department of Child Support Services is to empower parents to provide economic support for their children through numerous services, including locating parents and establishing paternity and support obligations. As the recipients of child support are overwhelmingly mothers, a gender analysis using CEDAW of the services provided by the Department could investigate:

- How these services reach and affect San Franciscan women, and a presentation of the Department's data of the demographics of the populations it serves
- How the Department connects clients to other services (child care referrals, etc.)
- The demographic composition and wages of the Department (traditionally associating women with services aimed at supporting children may attract a disproportionately female staff, who may be vulnerable to pay discrepancies)

Human Services Agency

San Francisco's Human Services Agency acts as a safety net by offering income and living supports, aid for food, housing, and health coverage, and services to protect children, the elderly, and dependent adults. The Agency includes the Department of Human Services and the Department of Aging and Adult Services, as well as CalWORKS, Food Stamps, Child Protective Services, Foster Care, and homelessness programs. Given that these services reach the most vulnerable residents and are traditionally associated with women's carework, a gender analysis could center on:

- The Agency's workforce composition, and their salaries and family-friendly policies (as occupations traditionally associated with women tend to be lower paid than similar male-associated occupations, and allow less flexibility in work arrangements)
- The Agency's work to reach women in poverty in connection with the CalWORKS expanded diaper subsidies (subsidized diapers can help some women reenter the workforce: many subsidized childcare centers require that parents provide diapers, and if mothers cannot leave their children at a care center, it can be difficult to work)
- Gender breakdown of populations the Agency serves, presentation of statistics

Summer Jobs+

A collaborative initiative between the City of San Francisco, United Way of the Bay Area, the Department of Children Youth, and their Families, the Office of Economic and Workforce Development, the San Francisco Unified School District, numerous nonprofits, and the business community, Summer Jobs+ works to help young adults 16-24 find summer employment. Services include a job posting database, resume-building and interview practice workshops, and advice for professional self-presentation. An analysis of the initiative could consider:

- The Initiative's efforts to promote women in the workplace; recruitment and outreach strategies
- Programs to educate youth about issues of workplace discrimination and harassment
- Services to support women in nontraditional fields
- A presentation of the Initiative's data on the demographics of participating youth and which participants obtained employment

Year Three

Department of Public Health

The mission of the Department of Public Health is to protect and promote the health of all San Franciscans through services including the General Hospital, community programs, health advice by life stage, education, mental health services, and numerous other programs. To target an examination of the Department strategically, an analysis might include:

- A presentation of the Department's statistics on populations served, broken down by gender
- Descriptions of the Department's work to aid homeless women and victims of domestic violence
 - Particularly through the Department's Housing and Urban Health program, which works to place clients in appropriate housing situations and maintains a medical respite and sobering center

Entertainment Commission

The Entertainment Commission coordinates planning and permitting of cultural, entertainment, and athletic events and establishments. Two of its missions are to "promote the responsible conduct and operation" of entertainment establishments, and to "foster harm reduction policies" combating health and safety concerns.⁸ A gender analysis relating to these missions might include:

- The Commission's work surrounding late-night transportation as part of the working group formed by Supervisor Wiener, especially for women leaving bars, clubs, or other late-night entertainment venues
- A review of current or future efforts to address sexual assault in bars, clubs, and other entertainment venues

Building Inspection Department

The Building Inspection Department oversees the enforcement of building, housing, plumbing, electrical, mechanical, and disability access codes and regulations. In the 2011-2012 year, the Department conducted 125,490 inspections.⁹ A gender analysis could center on:

- The Department as a possible tool to recognize and address domestic violence and abuse, in connection with its inspections of households
 - For this line of inquiry, the Department on the Status of Women could draw on its experience working with Animal Control on a similar issue
- Other ways the Department sees its services intersecting with women's needs; presentation of the Department's data on populations served

Planning Commission

The Planning Commission develops policy for and oversees compliance with the City's General Plan, conducts environmental reviews of proposed projects, and ensures compliance with the City's Planning

Code. To strategically target areas of interest concerning gender, an analysis of the Commission could consider:

- The Commission's involvement in planning onsite childcare facilities in City-controlled buildings: presentations of the Commission's data on how many facilities have been built since 2010, and the size and demographics of populations served; plans to address unmet need
 - Since 2010, all developers working on City development projects of 50,000 square feet or more and privately-sponsored development projects of 50,000 square feet or more receiving City funds must complete a Child Care Feasibility Study, and in most circumstances must build space for the operation of a child care facility²¹
 - Many such facilities have average waitlists of on average, indicating continued unmet need

²¹ Family Caregiver Alliance. <https://www.caregiver.org/selected-caregiver-statistics>

US Census Bureau: American Community Survey. Age By Sex.

http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?_afpt=table

US Census Bureau: American Community Survey. Sex By Age By Independent Living Difficulty.

http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?_afpt=table

²² U.S. Administration on Aging. <http://www.aoa.gov/carenetwork/report.html>

²³ San Francisco Police Department. "SFPD Academy Graduation, May 2nd." <http://sf-police.org/index.aspx?recordid=918&page=3763>

²⁴ Rape, Abuse, and Incest National Network (RAINN). <https://www.rainn.org/get-information/statistics/reporting-rates>

Justice Department, National Crime Victimization Survey: 2008-2012

²⁵ Police Executive Research Forum. "Improving the Police Response to Sexual Assault." 2012.

http://www.policeforum.org/assets/docs/Critical_Issues_Series/Improving%20the%20police%20response%20to%20sexual%20assault%202012.pdf

²⁶ Yung, C. "How to Lie with Rape Statistics: America's Hidden Rape Crisis." 2014.

http://blogs.iowa.uiowa.edu/in/wp-content/uploads/2014/02/45_Yung.pdf

A resource for surveying police departments regarding their sexual assault response:

http://justicewomen.com/help_rape_evaluation.html

²⁷ Elinson, Z. and Shiflett, S. 2012. <https://www.baycdoen.org/news/transportation/why-transit-riders-dont-report-unwanted/>

²⁸ Elinson, Z. 2012. http://www.nytimes.com/2012/02/26/us/on-bay-area-transit-sex-crimes-ride-under-the-radar.html?pagewanted=all&_r=0

²⁹ Administrative Code, Chapter 90. <http://www.sfgov2.org/index.aspx?page=341>

³⁰ Department of Building Inspection. <http://sfdbs.org/about-dbi>

³¹ San Francisco Administrative Code Chapter 29b.

<https://law.resource.org/pub/us/code/city/ca/SanFrancisco/Administrative%20Code/chapter29b.rtf>



*San Francisco Commission on the Status of Women Resolution
Recognizing Swords to Plowshares' Commitment to Women Veterans*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, California is home to over 185,000 women veterans, the largest population in the country after Texas; and,

WHEREAS, Many Californian women utilize federal and state benefits at lower rates than do men, and veteran women experience higher rates of physical and mental health problems than do men; and,

WHEREAS, Swords to Plowshares has aided veterans in the San Francisco Bay Area to overcome the cultural, educational, psychological, and economic challenges involved in transitioning back to civilian life, supporting veterans' dignity, hope, and self-sufficiency; and,

WHEREAS, Swords to Plowshares offers extraordinary services to women veterans, including trainings and outreach around gender and culture, housing assistance, encouragement of and support for women veteran artists, advocacy for gender-appropriate care, and holistically working to ensure the wellness of women veterans; and,

WHEREAS, Swords to Plowshares has collaborated with the Department on the Status of Women to host the Women Veteran Professional NetWork workshop event on July 26 with the goal of connecting women veterans with opportunities to advance their careers and form networks of communication and support;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women commends Swords to Plowshares for its continued advocacy around and tireless support of women veterans.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

July 23, 2014



*San Francisco Commission on the Status of Women Resolution
Recognizing the 145th Anniversary of Gum Moon Women's Residence*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Gum Moon Women's Residence (formerly known as the Oriental House) has served the San Francisco Chinatown community for 145 years as both a housing sanctuary and community support center for women, girls, and families in need; and,

WHEREAS, Founded in 1868 as a United Methodist mission project to address the needs of San Francisco's nationally scrutinized Chinese immigrants, Gum Moon soon shifted its focus to address the invisible, heinous realities of many women and girls who are victims of trafficking, domestic abuse, and severe neglect; and,

WHEREAS, "The Golden Door," Gum's Moon's Cantonese translation, reflects the organization's philosophy to provide not only a space for housing, but also happiness and empowerment to the expanding population of women and girls, including seniors, students, orphans, travelers, and those seeking refuge from domestic violence; and,

WHEREAS, Withstanding the changing needs of a population, Gum Moon works with the Asian Women's Resources Center to provide cross-cultural experiences, educational opportunities, art lessons, and more to its community member,

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to the residents, volunteers, staff members, and organization leaders who have leant to the evolutionary service provided by Gum Moon Women's Residence as it fosters space for women and girls to realize self-reliance, self-determination, and full access to opportunity.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

July 23, 2014



DOMESTIC VIOLENCE INFORMATION & REFERRAL CENTER

A COLLABORATIVE,
INTERACTIVE WEBSITE FOR
DOMESTIC VIOLENCE
AGENCIES.

OBJECTIVES

- How technology can build a stronger, coordinated network of domestic violence service providers.
- How technology can be utilized when establishing and building collaborations.
- How the DVIRC has made a positive impact in case management and goal setting



Training a DV
ISSUES IN THE
DVIRC. IN THE
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WHAT IS THE DVIRC?

As an online interactive community network, the Domestic Violence Information and Referral Center provides a safe space for member domestic violence service providers to share, network, and access updated information so that effective and appropriate resources and referrals can be offered to domestic violence survivors.

SAN FRANCISCO BAY AREA COUNTIES



DVIRC HISTORY

- In 2010, twenty-three DV agencies come together for a discussion about how to use technology to better understand what services were available to survivors and how could agencies enhance communications through a technological platform.
- In 2011, though 23 agencies had been involved in the information gathering state, only 3 agencies signed a letter of agreement to join DVIRC.
- In 2012, the DVIRC grew and within one year, 20 DV agencies had signed on.
 - How to serving growing number of agencies?



DVIRC HISTORY

March 23, 2013 - DV Support Line
Volunteers being trained on using
DVIRC during their volunteer shifts



DVIRC HISTORY



JULY 23, 2013 - RILEY CENTER -
SERVICES FOR SURVIVORS OF
DOMESTIC VIOLENCE DVIRC
TRAINING



October 7th, 2013 - Building
Futures with Women and
Children DVIRC training



DVIRC HISTORY



DVIRC HISTORY



May 16, 2013 - Next Door Solutions to Domestic Violence host DVIRC training for all of Santa Clara County



November 21, 2013 - WI in San Jose, meeting with the Santa Clara Domestic Violence Advocacy Consortium

DVIRC HISTORY



January 14, 2014 & August 7, 2013
WI meets with Rural Human Services' Harrington House to discuss the expansion of the DVIRC to rural communities



DVIRC HISTORY



July 27, 2013 - WI in Oxnard assisting The Coalition for Family Harmony with the DVIRC.

DVIRC HISTORY



Reports

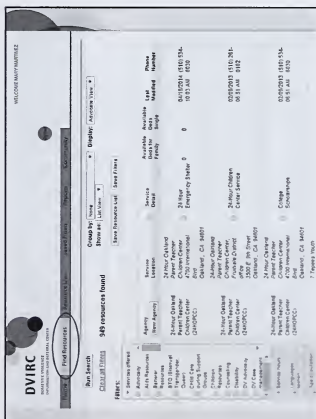
In Feb 2014, Force By Design Creates DVIRC Analytics Report

- 2013 - WI received 18,000 calls



**DVIRC
WEBSITE**

URL: <https://dvirc.secure.force.com/>

[illegible]



DVR
Digital Video Recorder

Model: **Serial:**

Color: **Capacity:**

Power: **Warranty:**

Price: **Location:**

Notes:

Model: **Serial:**

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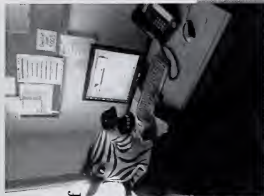
Price: **Location:**

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Model: **Serial:**

LESSONS LEARNED

- Importance of Human Relationships
- Regular incorporation of the DVIRC
- Marketing DVIRC tools
- Staff Transition
- Organic Network



NEXT STEPS

- Strategy to recruit DV agencies (How best to scale the DVIRC)
- Policy for onboarding DV agencies that ask to join
- Continuing collaborations btwn DV agencies



DVIRC CONTACT INFORMATION

Mariva Taher

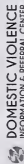
(415) 864 4777 ext. 325

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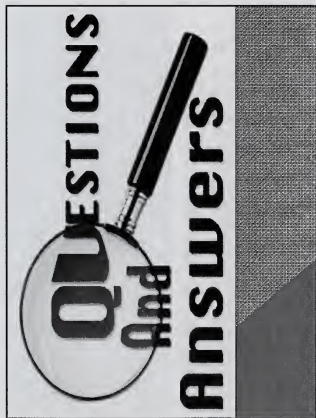
Jill Zawisza

(415) 864.4777 ext. 306

ill@womaninc.org



W.O.M.A.N., Inc. Volunteer Outreach Team



2014 Violence Against Women Community Needs Assessment: Findings

Commission on the Status of Women Meeting
July 23, 2014

Pamela Anderson, PhD, Liz McDade-Montez, PhD &
Rebekah Cohen, MA



Advancing Science Reducing Risk Improving Lives

www.etr.org

Goals of the Needs Assessment

1. What are the needs of survivors of violence?
2. What additional services are necessary to address survivors' identified needs?
3. What are the organizational strengths and best practices of the key agencies that support survivors of domestic violence, sexual assault, and human trafficking? and,
4. How can the Department, through its VAW grants program, better meet these needs?



Advancing Science Reducing Risk Improving Lives

www.etr.org

Today's Presentation

- Participants
- Methodology
- Findings
 - Client
 - Agency
- Limitations
- Recommendations



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Participants

Mean Age among Participants is 4.3871



Enhancing Science Reducing Risk Improving Lives

Version 02/12/15

Participant Demographics

	0-4 years old (n=18)		5-9 years old (n=27)		10-14 years old (n=18)		15-19 years old (n=12)		20-24 years old (n=12)		25-29 years old (n=12)		30-34 years old (n=12)		35-39 years old (n=12)		40-44 years old (n=12)		45-49 years old (n=12)		50-54 years old (n=12)		55-59 years old (n=12)		60-64 years old (n=12)		65-69 years old (n=12)		70-74 years old (n=12)		75-79 years old (n=12)		80-84 years old (n=12)		85-89 years old (n=12)		90-94 years old (n=12)		95-99 years old (n=12)		100+ years old (n=12)			
Age Group	25%	42%	25%	18%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%
Gender	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
Ethnicity	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%

Note: Demographic information was not collected for interview participants. Percentages that are not equal to 100% are due to rounding errors or because in some focus groups participants were asked to touch off their heads, to their eyes, percentages are based on responses and may exceed the total N. Data are reported for age, then the year N for each age and when focus groups involve all of participants responses a demographic table.



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Methodology

Design: Mixed methods (online survey & interviews and focus groups)

Data collection: Recruitment included outreach to all 25 Partner Agencies and 25 additional Non-Funded CBOs in SF serving survivors of violence. Conducted outreach via email, phones, flyers, and the survey.

Time Period: April – June 2014

Data analysis: Survey - "Summarized using frequencies; Interviews/focus groups: Coded and categorized to identify emerging themes



Enhancing Science Reducing Risk Improving Lives

Version 02/12/15

Findings - CLIENT

Populations with unmet needs

LGBTQ individuals
 Limited English-Proficiency Clients
 Immigrants
 Mental Health Clients
 Adolescents

Elderly Community
 Native American Community
 Disabled Community
 Men and Boys



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Findings - CLIENT

Services Most Utilized by Clients and Most Needed

MOST UTILIZED (Survey)

- Emergency Shelters
- Crisis Lines
- Low-Income Housing
- Peer Counseling
- Mental Health Services

MOST NEEDED (Survey and Qualitative)

- Mental Health Services for Survivors and their Families
- Legal Services
- Enhanced Housing and Workforce Development Training
- Human Trafficking-Related Services
- Coordinated Responses to Domestic Violence for Restorative Justice



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Findings - CLIENT

How Survivors Learn about Services

- Referrals - CPS and Other Agencies
- Community Outreach
- "Word of Mouth"
- Social Media (Facebook, Twitter, Pinterest)
- Sheriff's Office

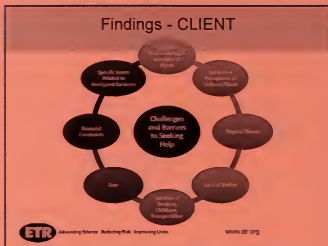
Reasons Survivors Seek out Services

- Familiarity or Comfort with Agency or Staff
- Escalation of Abuse/Impact on Children

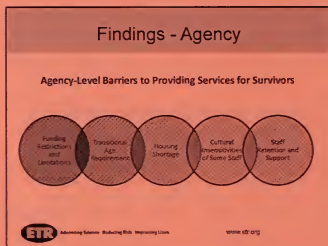


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Limitations



- Survey was one-group post-test only design
- Study not designed or powered statistically to test for observed differences between agency type (funded/not-funded)
- Small sample size limits generalizability



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Recommendations

Innovative Prevention, Education, and Outreach Initiatives

- Coordinated public awareness campaigns and public education initiatives
- Prevention education initiatives must be inclusive
- Conduct strategic outreach to underserved populations
- Encourage multimedia approaches of outreach

Skill Retention, Development, & Growth Opportunities

- Encourage provider self-care
- Organize additional cross-training opportunities among Partner Agencies
- Provide human trafficking survivor identification training
- Support training on trauma-informed responses to survivors with mental health issues

Enhanced Collaboration Among Service Providers to Reach Underserved Communities

- Closely monitor award distributions as areas most in need have priority
- Allocate work dedicated funding for collaborations and training
- Explore how to support satellite offices in underserved locations



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Recommendations

Continued Investment in Culturally-Responsive and Coordinated Case Management

- Improve case management and coordination of services
- Support culturally responsive approaches to serve diverse survivors

Housing Options

- Increase funding for all types of housing assistance
- Prioritize increasing funding for long-term housing assistance
- Maintain transitional housing resources that are gender-responsive to the needs of survivors of violence

Routine Monitoring, Communication, and Data Use

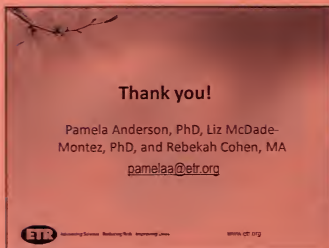
- Provide resources for clients on their legal rights and on client consultant provisions
- Develop formal monitoring protocols for all cases
- Require monitoring and data visits for Partner Agencies
- Regularly survey community to assess emerging strengths and needs



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2014 Violence Against Women Community Needs Assessment: FINAL REPORT

Prepared by ETR

July 16, 2014



**Advancing Science
Reducing Risk
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**4 Carbonero Way
Scotts Valley, CA 85066**

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ACKNOWLEDGEMENTS

This needs assessment benefited from the expertise and assistance of many people. Executive Director Emily Murase, PhD; Women's Policy Director Minouche Kandel, Esq; Fiscal & Policy Analyst Stephanie Nguyen; and Associate Director Carol Sacco of the San Francisco Department on the Status of Women provided valuable guidance, assistance with outreach to Partner Agencies, and feedback throughout the needs assessment.

Our colleagues from ETR contributed essential support, consultation, and translation/focus group facilitation expertise throughout this project: Seow Ling Ong, MSW (Mandarin translation and focus group facilitation); Gina Lepore, MEd (Spanish translation and focus group facilitation); Joseph Chen (notetaking); Pam Drake (needs assessment design consultation); and BA Laris (feedback and consultation).

This needs assessment could not have occurred without the support and participation of the many individuals and organizations that generously contributed their time and insights to this project. We want to thank Beverly Upton, Executive Director of the San Francisco Domestic Violence Consortium (DVC), for her ongoing support throughout this project. A very special thank you to the many Partner Agencies who graciously offered to host our many focus group discussions at their offices.

The ETR Needs Assessment team included: Pamela Anderson, PhD, Principal Investigator; Liz McDade-Montez, PhD, Research Associate; and Rebekah Cohen, MA, Research Associate.

The 2014 Violence Against Women Community Needs Assessment was funded by the San Francisco Department on the Status of Women.

EXECUTIVE SUMMARY

OVERVIEW

Violence against women is a serious issue affecting women, families, and communities in this country and throughout the world. Without services to assist survivors of violence, the negative consequences of violence and abuse can have a lifelong impact on survivors and ripple through generations of families and communities. The San Francisco Department on the Status of Women's Violence Against Women (VAW) Prevention and Intervention Program supports services for survivors of violence throughout the City and County of San Francisco. In order to maximize the impact of these services, the Department has conducted a community needs assessment every seven years since 2000. In the spring of 2014, the Department contracted with Education, Training, and Research (ETR) Associates to explore the needs of San Francisco's survivors of violence.

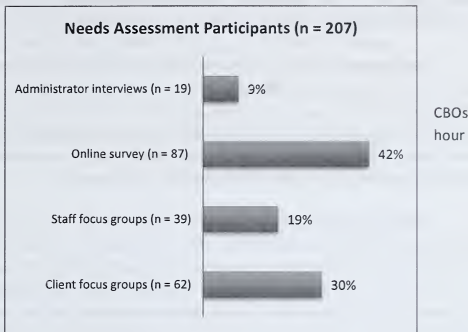
The goals of this needs assessment were guided by the following four questions:

1. What are the needs of survivors of violence?
2. What additional services are necessary to address survivors' identified needs?
3. What are the organizational strengths and best practices of the key agencies that support survivors of domestic violence, sexual assault, and human trafficking?
4. How can the Department, through its VAW grants program, better meet these needs?

METHODS

This community needs assessment was conducted using a mixed methods design carried out in two phases during a four month period (March-June 2014). In each phase of the needs assessment, information was gathered on client needs, underserved populations, agency services, strengths of agencies and programming, agency barriers to providing services, client barriers to accessing services, and perceived service gaps. Phase 1 of the study included a review of the scientific literature to inform the development of an online staff survey. The online survey was used to collect quantitative data from agency administrators and staff members to assess the strengths of current programming as well as service availability, accessibility, and barriers. In Phase 2, interviews with agency administrators and focus group discussions with direct service staff and program clients were conducted to gather more in-depth information to address the goals of the study. Participants in the needs assessment included a total of 207 participants from 24 Partner Agencies (current VAW grantees) and 10 non-funded community based organizations (CBOs) serving survivors of gender-based violence. Participants were not required to identify themselves in the survey responses; therefore, it is possible that some staff and administrators may have participated in both the survey and the interview or focus group discussions. As such, the total number of *unique* participants may be less than 207. Below is a breakdown of the total number of participants by each needs assessment activity:

- 19 executive-level administrators (e.g., Executive Directors, Program Managers, Program Coordinators) from Partner Agencies and non-funded who participated in a one-interview with ETR staff;
- 87 executive-level administrators and direct service staff members from Partner Agencies and non-funded CBOs who completed the online survey;



- 39 direct service staff members from Partner Agencies who participated in one of nine different one-hour staff focus groups with ETR staff; and,
- 62 clients from Partner Agencies and non-funded CBOs who participated in one of nine different one-hour focus groups with ETR staff.

Quantitative and qualitative data were combined in the findings of this needs assessment.

FINDINGS

The findings from this needs assessment are presented in two main sections for ease of review – **Survivor Specific Findings** and **Agency Specific Findings**.

Survivor Specific Findings

Populations with unmet needs. Despite the growing number of diverse survivors the Department is able to reach through its VAW Grants Program, there still remains survivors who have unmet needs. Those identified by survey respondents included: LGBTQ survivors; Limited English Proficient (LEP) clients; immigrant populations; clients with mental health needs; and, youth. Interview and focus group participants also identified these populations and included: the elderly community; the Native American community; the disabled community; and, men and boys.

Services most utilized by clients and additional service needs. Survey respondents were asked to identify the top five services they thought clients used the most. These top five services included: Emergency shelters; crisis lines; low-income housing; peer counseling; and, mental health services. In addition to those services most utilized by clients, administrators, staff, and survivors were asked to reflect on any additional services needed to support survivors' recovery. The top service needs identified by survey participants included: housing (transitional housing, low-income housing, emergency shelters); mental health services; financial assistance/support; childcare; and, workforce development/job placement. Further, the qualitative findings

yielded additional areas of need: legal services; human trafficking-related services; and, coordinated responses to domestic violence for restorative justice.

How survivors first learn about services. The majority of respondents noted that survivors first learn about services from referrals and community outreach. Referrals ranged from those made through the Sherriff's Office to other Partner Agencies referring survivors to additional services. Outreach included traditional means like community prevention fairs and workshops to more technology-enhanced outreach efforts through social media sites like Facebook and Twitter. It is important to note that it was beyond the scope of this needs assessment to determine the most effective forms of outreach.

Reasons survivors seek out services. Making the decision to address relationship violence, sexual assault, and/or trafficking-related abuse and seek supportive services is not an easy choice. Several themes emerged from the data as to the reasons survivors sought to retain services which included: familiarity with agency/satisfaction with staff; severity or escalation of abuse; and, impact the abuse has on survivors' children. It is clear from the findings that it can take survivors multiple attempts before they are able to leave their abusive situations. It is also important to note that not all survivors immediately want to end relationships with their abusers, despite their suffering.

Challenges and barriers survivors face accessing services. Survivors of gender-based violence often face enormous barriers in acknowledging and addressing abuse in their lives. Some of the obstacles identified by respondents (across all data collection activities) that stand in the way of survivors getting the help they need included: gaps in awareness and understanding among survivors particularly about the forms of violence and trafficking; cultural beliefs about abuse; stigma and shame survivors often face in seeking help; San Francisco's housing shortage; problematic services survivors encounter (e.g., discriminatory staff); location of services; transportation and childcare issues; fear; financial constraints; and, specific barriers immigrant survivors face (e.g., not knowing their rights).

Agency Level Findings

Organizational strengths and best practices. Agencies and staff members play a considerable leadership role in advocating for the needs of survivors and providing them with supportive services that will facilitate their process of healing and recovery. Several dominant themes emerged throughout the interviews and focus group discussions about important organizational strengths and agency best practices. These included: staff authenticity and non-judgmental approaches to working with clients; referrals, collaborations, and partnerships; and, survivor empowerment.

Agency-level barriers to providing services to survivors. Funding and other resources stands to be one of the most significant barriers agencies face in providing services to clients despite an increase in funding for the VAW Grants Program in recent years. Other challenges agencies face in providing services to survivors include: the transitional age requirement; the housing shortage; cultural insensitivities of some staff members; and, staff retention and support.

Limitations

It is important to note a number of limitations of this needs assessment. First, the needs assessment was not powered to statistically test for changes over time or to test for significant of any of the observed difference

between Partner Agencies and non-funded CBOs. The small sample sizes across all data collection activities also limits the extent to which the findings can be generalized to all survivors living in San Francisco. Additionally, there was little to no representation from non-funded agencies serving survivors of violence and law enforcement personnel. Both of these groups would be important to include in future needs assessments.

Recommendations

Based on the findings of 2014 Violence Against Women Community Needs Assessment, the following recommendations have been developed to serve as potential next steps for the Department to consider. It is important to note that many of these recommendations have a fiscal impact and will require additional funding for full implementation.

- Innovative Prevention Education Initiatives
- Staff Retention, Development, and Growth Opportunities
- Enhanced Collaboration Among Service Providers
- Continued Investment in Culturally-Responsive Mental Health Services and Housing Options
- Routine Monitoring, Communication, and Site Visits

VIOLENCE AGAINST WOMEN: A NATIONAL AND LOCAL PROBLEM

Violence against women is a serious issue globally and throughout the United States that affects not just survivors, but also their families, communities, and society as a whole. More than 18% of women have been raped in their lifetime, including 40% by an acquaintance (National Intimate Partner & Sexual Violence Survey [NIPSVS], 2010). Approximately 1 in 4 women have experienced severe physical violence by an intimate partner at some point (NIPSVS, 2010) and over 12 million women and men are victims of rape, physical violence, or stalking by an intimate partner over the course of a year in the U.S. (U.S. Center for Disease Control [CDC], 2012). Women and girls also experience violence and abuse through human trafficking in the U.S., including sex trafficking and labor trafficking (Polaris Project, 2012). San Francisco receives an average of 20 calls to 911 and almost 60 crisis line calls per day related to domestic violence (*Comprehensive Report on Family Violence in San Francisco*, 2011). San Francisco is also a national “hot spot” for human trafficking, including sex and labor trafficking, and one of the top 13 cities in the U.S. for child sex trafficking (FBI, 2009).

Survivors of violence face a number of health consequences, including physical injury as well as poor general physical health and mental health problems (NIPSVS, 2010). In fact, survivors of violence frequently have co-occurring conditions such as mental health problems and trauma symptoms, and may use substances to cope with their situations (CDC, 2012). These issues create barriers for survivors when they attempt to access services in their communities (Zweig, 2002). Other typical barriers facing survivors include limited availability of emergency and transitional housing, difficulty finding housing for women with children, limited availability of services in languages other than English, negative interactions with providers, and previous criminal records (Moe, 2007). Without the necessary services to help survivors recover and rebuild their lives, physical and emotional problems can continue and ripple through generations of families and communities.

MISSION AND HISTORY OF THE DEPARTMENT ON THE STATUS OF WOMEN

In order to combat the negative effects of violence, communities such as San Francisco have taken steps to fight violence against women and provide services for survivors to promote healthy relationships, rebuild their lives, and recover. Established by the San Francisco Board of Supervisors in 1974, the San Francisco Department on the Status of Women (Department) was chartered as a permanent City department in 1994. In 1998, San Francisco became the first city in the world to enact a local ordinance reflecting the principles of the United Nations (UN) Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. The mission of the Department is to ensure equitable treatment and foster the advancement of women and girls in San Francisco, through policies, legislation, and programs that focus on populations in need.

Guided by the CEDAW principle of the *Right to Bodily Integrity*, or freedom from violence, the Department administers the Violence Against Women Prevention & Intervention (VAW) Grants Program. This program distributes funds to community-based organizations to provide direct services to women and girls within the following six service areas:

- *Crisis Lines* provide 24-hour telephone support for survivors of domestic violence and sexual assault.
- *Intervention and Advocacy* programs provide counseling, social services, and advocacy for survivors of violence and their children.
- *Legal Services* create access to family and immigration law for survivors of domestic violence and human trafficking.
- *Prevention, Education, and Training* promotes public awareness of violence against women, with a particular focus on youth.
- *Emergency Shelters* provide shelter and support services for survivors of domestic violence and human trafficking and their children.
- *Transitional Housing* provides housing and support services for abused women and their children.

DEPARTMENT ON THE STATUS OF WOMEN ACCOMPLISHMENTS

The Department distributed approximately \$4 million to 31 programs across 25 Partner Agencies within these six service areas in fiscal year 2012-2013. VAW grants are awarded every 3 years based on the needs of San Francisco's diverse communities. These programs serve individuals diverse in age, ethnicity/race, language, nationality, ability, and sexual and gender identity (VAW Grants Program FY 2012-2013 Year-End Performance Summary, 2013).

The efforts of the Department, its Partner Agencies, and other community-based organizations have made a strong impact on San Francisco's residents. For example, domestic violence homicides decreased from an average of 10 homicides per year to zero in fiscal year 2012-2013 (*Department on the Status of Women Annual Report*, 2013). Over 21,000 bed nights were provided to over 400 women and children in 2012-2013. The crisis line fielded over 18,000 phone calls, and 19,585 unduplicated individuals were served with 39,116 hours of supportive services by Department Partner Agencies (*Department on the Status of Women Annual Report*, 2013).

The efforts of the Department and community-based agencies are made possible by the support of government and private funding, including foundations and individual giving. As a city, San Francisco receives the highest amount of foundation funding to combat violence against women in the state of California (Foundation Center, 2014). Over \$11.5 million and 91 grants were received by San Francisco-based agencies from foundations during 2009 to 2011 to address domestic violence (Foundation Center, 2014). The vast majority of these funds (98%) support direct services for violence survivors, and less than 2% of total funding was spent towards educational campaigns. In comparison to national patterns of grant making to address domestic violence, California recipient organizations are much more likely to receive direct program support (63% vs. 51%) and much less likely to receive capital support (3% vs. 13%) or research support (1.3% vs. 15%) (Foundation Center, 2014). In addition, 35% of foundation funding in California targets economically disadvantaged populations, 19% targets ethnic or racial minorities, and 7% targets immigrants and refugees (Foundation Center, 2014).

In order to evaluate the current needs of survivors of violence in San Francisco, the Department contracted with Education, Training, and Research (ETR) Associates to conduct the 2014 Violence Against Women (VAW) Community Needs Assessment. This year's needs assessment builds on past years' assessments to re-assess current grantees' ("Partner Agencies") structural, fiscal, and technical needs; strengths; barriers in service delivery; and examines clients' access and barriers to services. Additionally, this year's needs assessment also aimed to include the voices of non-funded community-based organizations (CBOs), agencies serving women and girls exposed to violence but currently are not receiving funding from the Department.

The objectives of the current study were to answer the following four questions:

1. What are the needs of survivors of violence?
2. What additional services are necessary to address survivors' identified needs?
3. What are the organizational strengths and best practices of the key agencies that support survivors of domestic violence, sexual assault, and human trafficking? and,
4. How can the Department, through its VAW grants program, better meet these needs?

Throughout this needs assessment, the ETR project team sought to engage survivors of violence, their service providers, and agency administrators to learn from their experiences through equitable collaboration and information sharing. The ETR team was guided by principles of:

- Clarifying participant rights;
- Creating safe means of participation;
- Giving voice to participants;
- Demonstrating sensitivity to client experiences; and
- Demonstrating appreciation for client and staff time and efforts.

Needs Assessment Design

The community needs assessment was conducted during a four-month period (March-June 2014) in two phases using a mixed-methods design (see Table 1.1). In the first phase of the study, we conducted a review of the scientific literature to inform the development of a one-time online survey for administrators and staff. These results were analyzed to inform the second phase -- interviews with administrators and focus group discussions with direct service staff and survivors of violence.

Table 1.1: Needs Assessment Design Overview

Phase 1	Phase 2
Review of literature	Interviews with agency administrators
Development of online survey	Staff focus groups
Administration of online survey	Client focus groups

Needs Assessment Sample

In collaboration with the Department, ETR project staff conducted outreach via email, flyers, and phone calls to engage participation from agency administrators, staff, and their clients from all Department-funded Partner Agencies and non-funded community-based organizations (CBOs) serving survivors of gender-based violence. Administrators and staff were invited to participate in an online survey. Administrators were also invited to participate in a phone interview, while direct service staff members were invited to participate in a focus group. Survivors of violence were asked to participate only in a focus group discussion.

In total, 207 individuals from 24 Partner Agencies and 10 non-funded CBOs participated in this project. Participants were not required to identify themselves in the survey responses; therefore, it is possible that some staff and administrators may have participated in both the survey and the interview or focus group discussions. As such, the total number of *unique* participants may be less than 207. The needs assessment samples varied by data collection activity (see Table 1.2). See Appendix A for a complete list and description of all participating organizations.

Table 1.2: Agency Participation by Data Collection Activity (N = 34)

Agency	Administrator/Staff Survey	Administrator Interview	Staff Focus Group	Client Focus Group
1 APA Family Support Services	✓			
2 Arab Cultural and Community Center	✓			
3 Asian Pacific Islander Legal Outreach (APILO)	✓	✓	✓	
4 Asian Women's Shelter	✓	✓	✓	✓
5 Bar Association of San Francisco - Cooperative Restraining Order Clinic	✓			
6 Bar Association of San Francisco - Justice and Diversity Center			✓	
7 Bay Area Legal Aid	✓	✓	✓	

Table 1.2: Agency Participation by Data Collection Activity (N = 34)

	Agency	Administrator/Staff Survey	Administrator Interview	Staff Focus Group	Client Focus Group
8	Child Adolescent Support and Advocacy Resource Center (CASARC) ¹	✓	✓		
9	Community Awareness and Treatment Services (CATS) – A Woman's Place ¹	✓			
10	Community United Against Violence (CUAV)	✓		✓	
11	Community Youth Center San Francisco	✓			
12	Donaldina Cameron House	✓		✓	
13	Episcopal Community Services of San Francisco - Next Door and The Sanctuary ¹	✓			
14	Filipino Community Center	✓			
15	Glide Foundation	✓		✓	✓
16	Gum Moon Women's Residence			✓	✓
17	Hamilton Family Center ¹	✓			
18	Horizons Unlimited of San Francisco		✓		
19	Huckleberry Youth Programs ¹	✓			
20	Institute on Aging	✓	✓		
21	Jewish Children and Family Services – Dream House	✓	✓		✓
22	La Casa de las Madres		✓		
23	Larkin Street Youth Services ¹	✓			
24	Lavender Youth Recreation and Information Center (LYRIC)	✓	✓	✓	✓
25	Mary Elizabeth Inn	✓	✓		✓
26	Mujeres Unidas y Activas	✓		✓	✓
27	Saint Vincent de Paul Society – Riley Center (Rosalie House)	✓		✓	✓
28	San Francisco Child Abuse Prevention Center ¹	✓			
29	San Francisco Domestic Violence Consortium ¹	✓	✓		
30	San Francisco SafeHouse ¹	✓	✓		
31	San Francisco Women Against Rape (SFWAR)	✓	✓	✓	✓
32	Shalom Bayit ¹	✓			
33	W.O.M.A.N., Inc	✓	✓	✓	✓

Table 1.2: Agency Participation by Data Collection Activity (N = 34)

Agency	Administrator/Staff Survey	Administrator Interview	Staff Focus Group	Client Focus Group
34 Women In Dialogue	✓	✓		

¹ Non-funded community based organizations (CBOs).

Note. Some of the agencies that participated in the online survey may not be included in the above table due to incomplete data (i.e., respondents did not specify their agency name).

Sample: Administrator and Staff Survey. Staff members from Department-funded Partner Agencies and non-funded CBOs were asked to take part in a brief online survey. The final sample included a total of 87 staff (50 from Department-funded Partner Agencies, 16 from non-funded CBOs, and 21 that did not specify. Selected demographic characteristics of the administrators and staff completing surveys are provided in Table 1.3. For complete demographic details, see Appendix B.

Table 1.3: Selected Demographic Characteristics of Administrators and Staff Who Participated in the Online Survey: Percent Responding (N = 87)

	Gender Identity ¹			Race/Ethnicity ²					Age		
	Female	Male	Trans-gender	White	Asian/Pacific Islander	Hispanic/Latina/o	African American	Other	< 25	25 - 50	51+
Administrator and Staff Survey	93%	4%	1%	45%	24%	23%	9%	7%	6%	65%	29%

¹ Percentages do not add up to 100 due to missing data.

² Participants were asked to mark all that apply. Percentages are based on responses and may exceed the total N.

Sample: Administrator Interviews. Interviews were conducted with 19 executive and associate-level directors (including program managers/coordinators) from 17 different agencies by phone and lasted approximately one hour. Table 1.4 summarizes the sample for the individual interview activities. See Appendix C for a complete listing of interview participants.

Table 1.4: Participation Rates: Administrator Interviews (N = 19)

Agency Type	Number of Agencies	Number and Percentage of Staff Participants	
Department-funded Partner Agency	14	16	84%
Non-funded Community Based Organization	3	3	16%
TOTAL	17	19	100%

Sample: Staff Focus Groups. Thirty-nine staff members from 12 Partner Agencies took part in one of nine focus groups. Non-funded CBOs were not represented in data collection activity (i.e., no staff members expressed interest in participating). Group size varied and ranged from two to six participants. Three of the groups included participation from more than one Partner Agency. Eight groups were conducted in English and one was conducted in Spanish (see Table 1.5 for a summary). Demographic characteristics of the staff participants in focus groups are provided in Table 1.6. See Appendix D for a complete listing of staff focus group participants.

Table 1.5: Participation Rates: Staff Focus Groups (N = 39)

Staff Focus Groups	Number of Participants
Asian Pacific Islander Legal Outreach (APILO)	3
Bay Area Legal Aid	5
Community United Against Violence (CUAV)	3
Lavender Youth Recreation and Information Center (LYRIC)	5
Mujeres Unidas y Activas (conducted in Spanish)	4
Saint Vincent de Paul Society - Riley Center; Bar Association of San Francisco – Justice and Diversity Center; Asian Women’s Shelter	6
San Francisco Women Against Rape (SFWAR); Glide Foundation; Asian Women’s Shelter	5
Saint Vincent de Paul Society - Riley Center; Donaldina Cameron House	2
W.O.M.A.N., Inc.	5

Table 1.6: Demographic Characteristics of Staff Who Participated in Focus Group Discussions: Percent Responding (n = 31)¹

	Gender Identity ²			Race/Ethnicity ³					Age		
	Female	Male	Trans-gender	White	Asian/Pacific Islander	Hispanic/Latina/o	African American	Other	< 25	25-50	51+
Staff Focus Groups	74%	13%	10%	14%	21%	50%	7%	18%	11%	79%	11%

¹ Total participants in focus groups (N = 39); Data are reported for only those participants who filled out a demographic form (n = 31).

² Percentages do not add up to 100 due to missing data.

³ Participants were asked to mark all that apply. Percentages are based on responses and may exceed the total N.

Sample: Client Focus Groups. Sixty-two clients from 11 different agencies (9 Partner Agencies, 2 non-funded CBOs) participated in one of nine focus group discussions. Groups ranged in size from three to 11 participants. Four groups were conducted in English, three were conducted in Spanish, one in Cantonese, and one in Mandarin. One of the groups included participants from more than 1 agency (see Table 1.7 for a summary). Please note that names of client focus group participants were intentionally not included in this report. Demographic characteristics of the client participants in the focus groups are provided in Table 1.8.

Table 1.7: Participation Rates: Client Focus Groups (N = 62)

Client Focus Groups	Date of Focus Group	Number of Participants
Lavender Youth Recreations and Information Center (LYRIC)	May 14, 2014	4
Gum Moon Women’s Residence (conducted in Cantonese)	May 19, 2014	4
Gum Moon Women’s Residence (conducted Mandarin)	May 19, 2014	4
Mary Elizabeth Inn	May 20, 2014	10
W.O.M.A.N., Inc. (conducted in Spanish)	May 22, 2014	10
Jewish Children and Family Services - Dream House	May 27, 2014	4

Table 1.7: Participation Rates: Client Focus Groups (N = 62)

Client Focus Groups	Date of Focus Group	Number of Participants
Saint Vincent de Paul Society - Riley Center (conducted in Spanish)	May 27, 2014	4
Mujeres Unidas y Activas (conducted in Spanish)	May 28, 2014	11
San Francisco Women Against Rape (SFWAR); Glide Foundation; Hamilton Family Center; Episcopal Community Services (Next Door and The Sanctuary)	May 29, 2014	7

Table 1.8: Demographic Characteristics of Clients Who Participated in Focus Group Discussions: Percent Responding (n = 60)¹

	Gender Identity			Race/Ethnicity ²					Age		
	Female	Male	Trans-gender	White	Asian/Pacific Islander	Hispanic/Latina/o	African American	Other	< 25	25-50	51+
Client Focus Groups	87%	10%	3%	17%	17%	47%	15%	4%	17%	83%	0%

¹ Total participants in focus groups (N = 62); Data are reported for only those participants who filled out a demographic form (n = 60).

² Percentages do not add up to 100 due to missing data.

Instrumentation

A number of different data collection instruments were used during this needs assessment (see Table 1.9 for a summary). Some instruments were drawn from existing tools and others were developed specifically for this study. A copy of all the study instruments is included in Appendix E.

Table 1.9: Instruments Used in the 2014 Violence Against Women Community Needs Assessment

Instrument	Constructs	Participants
Online Survey	• Agency services provided • Populations served/underserved • Violence clients reported experiencing • Reasons clients sought services/retained services • Services utilized by clients/gaps in services • Community perception of violence • Client access barriers to services • Agency/service provider challenges to providing services • Staff training conducted/needed	Administrators and Staff
Phone Interview	• Agency services provided • Populations served/underserved • Reasons clients sought services/retained services • Services utilized by clients/gaps in services • Strengths and best practices of agencies • Client service accessibility	Administrators

Table 1.9: Instruments Used in the 2014 Violence Against Women Community Needs Assessment

Instrument	Constructs	Participants
	- Client access barriers to services - Agency/service provider challenges to providing services - Staff training conducted/needed	
Focus Group Discussions	- Populations served/underserved - Reasons clients sought services/retained services - Client access barriers to services - Agency/service provider challenges to providing services - Services utilized by clients/gaps in services - Client service accessibility - Strengths and best practices of agencies - Staff capacity to serve diverse clients	Staff members
Focus Group Discussions	- Services accessed - Service accessibility - Quality of agency and staff interactions - Ease of access to services - Barriers to accessing services - Service gaps	Clients

Data Collection

ETR coordinated and collected the needs assessment data during April, May, and June, 2014. Highlights of the data collection methods are described below. Recruitment for all data collection activities was conducted with support from the Department and included outreach via email, phone, and through flyers that were distributed by administrators and staff. Flyers were developed specifically for focus groups and client flyers were translated into Spanish and simplified Chinese (see Appendix F for copies of recruitment materials). Since administrators and service providers are adults reporting on activities conducted in the course of their regular job duties, we used individuals' agreement to take part in the surveys, interviews, and focus group discussions as evidence of their consent. Adult client participants consented by agreeing to participate in a focus group. Due to time limitations, it was beyond the scope of the current project to secure parental consent and obtain participant assent for participation by clients under the age of 18¹. Therefore, this report does not include the voices of survivors under the age 18; however, some administrators and service providers working with this population did participate in the needs assessment.

Administrator and Staff Survey. The administrator and staff survey was administered online once and consisted of approximately 20 multiple-choice questions in English only. All participants who provided their contact information were entered into a drawing to win one of three \$100 gift cards.

Administrator Interviews. Administrator interviews were conducted by phone, in English, by ETR project staff, and lasted approximately one hour. ETR staff took notes as the interview was conducted.

¹ This is a standard required by ETR's Institutional Review Board to protect the rights of human subjects when working with minor participants, who are identified as a vulnerable population.

Staff Focus Group Discussions. All focus group discussions were facilitated by ETR staff and lasted approximately one hour. Eight groups were conducted in English and one was conducted in Spanish. Five focus groups were hosted by Partner Agencies (i.e., were conducted at their location), three were conducted in a conference space in the building where the Department maintains office space, and one was conducted as a conference call by phone. Notes were taken by ETR staff. Staff members received a light meal during the groups and were asked to complete a brief, anonymous demographic form at the end of each group.

Client Focus Group Discussions. All English focus group discussions were facilitated by ETR staff and a hired moderator (when necessary). Four groups were conducted in English, three in Spanish, one in Cantonese, and one in Mandarin. Most of the groups (n = 8) were hosted by Partner Agencies (i.e., were conducted at their location), and one group was conducted in a conference space in the building where the Department maintains office space. Clients received a light meal during the groups and \$50 in appreciation for their time. Clients were asked to complete a brief, anonymous demographic form at the end of each group. Notes were taken by ETR staff for all English language groups and those groups conducted in Spanish, Mandarin, and Cantonese were digitally recorded (with participants' permission), transcribed, and translated in English.

Data Analysis

Data analysis varied by source. Administrator and staff survey data were summarized using frequencies (reported as percentages). Sample sizes for each question vary slightly due to missing data. Comparisons between funded and non-funded agencies were not possible due to limited sample sizes. See Appendix G for individual item frequencies and percentages for data from questions not presented in text.

Qualitative data from the interviews and focus groups were single-coded (10% were double-coded to check for consistency) by ETR project staff. All codes were entered into a spreadsheet by data collection activity type, facilitating systematic comparison of codes/responses across data sources. The data were grouped into categories relevant to the key evaluation questions to identify emerging themes and sub-themes within and across data collection activities. Quotes used in this report were selected to represent the types of responses received.

The goal of the 2014 Violence Against Women Community Needs Assessment was to identify and describe program strengths, service gaps, and barriers to accessing programs and services for survivors of domestic violence, sexual assault, and human trafficking in San Francisco². We sought to achieve this goal by addressing the following specific questions:

1. What are the needs of survivors of violence?
2. What additional services are necessary to address identified needs?
3. What are the organizational strengths and best practices of the key agencies that support survivors of domestic violence, sexual assault, and human trafficking? and,
4. How can the Department, through its VAW grants program, better meet these needs?



For ease of review, the results are presented in two major sections – **Survivor Specific Findings** (includes a description of the current population currently being served by programs; populations with unmet needs; services most utilized by survivors; additional and emerging service needs; service accessibility; and, challenges and barriers survivors face in receiving services) and **Agency Specific Findings** (includes organizational strengths and best practices and barriers to providing services to survivors).

² This report focuses on survivors of gender-based violence; the sample also included LGBTQ survivors that do not necessarily identify as female or male, but on a gender continuum.

SURVIVOR SPECIFIC FINDINGS

DIVERSE COMMUNITIES SERVED BY PROGRAMS AND SERVICES

Department-funded Partner Agencies reach clients from broad and diverse backgrounds. In Fiscal Year 2012-2013, Partner Agencies provided 39,116 hours of supportive services to 19,585 unduplicated survivors of violence across diverse ages, ethnicities, disabilities, and sexual orientations (see Figures 1-4). Similar aggregated data for non-funded CBOs was unavailable.

Figure 1:
Individuals Served by Age in FY
2012-2013
(n=17,018)



**Figure 2: Individuals Served by
Ethnicity in FY 2012-2013
(n = 16,645)**

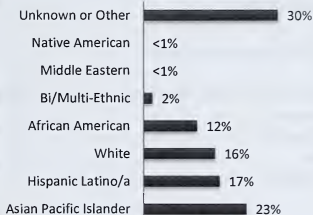


**Figure 3: Disabilities Declared by Clients in FY
2012-2013
(n = 1,248)**

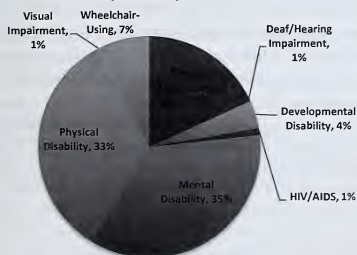
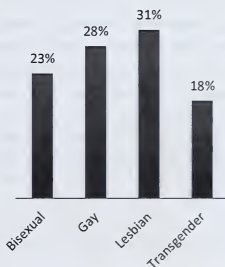


**Figure 4: LGBTQ Identity in
FY 2012-2013
(n = 679)**



Source: VAW Grants Program FY 2012-2013 Year-End Performance Summary

Staff and administrators were asked to indicate the types and forms of violence their clients reported having experienced. Table 2.1 summarizes the types of violence identified by respondents.

Table 2.1: Summary of the Types of Violence Experienced by Survivors As Reported by Administrators and Staff

- Domestic violence
- War crimes
- Emotional/physical/psychological/sexual violence
- Financial abuse (e.g., forging signatures on documents to take away accounts, housing deeds)
- Human trafficking (e.g., marriage that turns into servitude, pimp-controlled exploitation and trafficking)
- Sexual assault/rape
- Stalking
- Gender identity-related violence

Service providers serving primarily youth indicated their clients mostly reported instances of:

- Dating violence
- Sexual assault
- Bullying
- Cyber bullying

When survey respondents were asked to list the most commonly reported perpetrator of violence against their clients, four out of five (79%) reported their clients identified an intimate partner or an ex-partner as their abuser.

POPULATIONS WITH UNMET NEEDS

Survivors of violence in San Francisco are a diverse group of individuals often facing a number of overlapping issues on their paths to recovery that may interfere or impede with their ability to seek out and/or retain services. Each year, the Department-funded Partner Agencies reach a growing number of diverse survivors (see Figures 1-4 above). However, given the extent to which survivors are experiencing gender-based violence, there are still unmet needs in the community. Just about more than half of all survey respondents perceived LGBTQ survivors, Limited English Proficient (LEP) clients, immigrant populations, clients with mental health issues, and youth as populations in need of additional services (see Table 2.2).

**Table 2.2: Survey Participants' Perceptions of Populations with Unmet Needs:
Number and Percent Responding³**

Population	Partner Agency Respondents Count	Non-funded CBO Respondents Count	Total Percent
LGBTQ Individuals	31	7	54 (63%)
Limited English-Proficiency Clients	29	10	53 (62%)
Immigrants	31	8	51 (59%)
Mental Health Clients	28	10	48 (56%)
Adolescents (11-18 years old)	26	9	41 (48%)
Human Trafficking Survivors	19	9	40 (47%)
Domestic Violence Survivors	21	6	39 (45%)
Sex Workers	23	8	38 (44%)
Elderly (65+)	19	8	34 (40%)
African Americans	23	5	32 (37%)
Drug/Alcohol Dependent Clients	17	6	32 (37%)
Native Americans	21	6	31 (36%)
Mothers and/or Families	19	4	30 (35%)
Single Mothers	19	5	29 (34%)
Hispanic/Latina/o	16	6	27 (31%)
Children (10 years old and younger)	14	6	22 (26%)
Asian Americans/Pacific Islanders	14	3	22 (25%)
Whites	6	1	9 (11%)
Other: Child sexual abuse survivors; Homeless/Marginally housed; Men; Incarcerated/Formerly Incarcerated Survivors; Transgender Individuals; Youth (16-24)	7	2	12 (14%)

Administrators and service providers were asked in interviews and focus groups to also identify populations they felt were currently underserved. Almost all respondents indicated the populations they served were all underserved and expressed a desire to serve even more survivors. However, they also named several cultural and age-specific groups they felt were priority service populations, which are described in greater detail below and reflect some of the same populations as identified by survey respondents.

LGBTQ Community

Administrators and staff indicated there is an intentional push to meet the wide ranging needs of the LGBTQ community, but service providers noted that this population has been slower than others to accept services. Beyond providing a safe and inclusive place for assistance, agencies want to attract and retain LGBTQ staff to mirror the diversity of their clients and increase current programming. Several staff members and clients noted that the LGBTQ community is relatively small and expressed some concern about the possibility of being "outed" or running into former partners or even an abuser at some agencies. Some staff serving LGBTQ populations

³ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by the Department. Participants were asked to mark all that apply. Numbers and percentages are based on responses and may exceed the total N.

(including youth) suggested that the level of violence faced by queer youth did not match the services offered for this community.

Elderly Community

Several staff members also noted the lack of elderly individuals seeking services, specifically elderly people of color and elderly LGBTQ individuals. There are a number of barriers staff mentioned specific to this community that have precluded these survivors from accessing services, including: feeling as though they somehow



provoked their abuser and therefore feel like the abuse was justifiable; feelings of shame and secrecy around having been abused especially if the abuser is a family member; and, elderly individuals fear Adult Protective Services and worry they will have their rights taken away if they report abuse.

Limited English Proficient (LEP) Clients

Staff and administrators identified individuals with limited English proficiency as a priority service area because these survivors are often unaware of their human and legal rights. Consequently, they remain silent about crimes perpetrated against them out of fear their immigration status will be revealed and they will face deportation. San Francisco is a Sanctuary City, which means that City and County employees cannot ask about an individual's immigration status; they cannot disclose information regarding an individual's immigration status; and, they cannot condition services based on an individual's immigration status. As such, efforts to reach out to the communities remain especially important so that potential clients are aware that the abuse they have experienced is a crime and they have rights, regardless of their citizenship status.

Native American Community

One interview respondent noted that Native American populations are not utilizing services possibly out of fear that seeking help is viewed as shameful in their culture. The respondent commented further that Native American survivors fear that case managers will promote divorce and because,

...there are so few Native American men in San Francisco, the women don't want them arrested and instead, prefer to handle the issue as a community.

Disabled Community

Although the Department-funded Partner Agencies reach a number of survivors with reported disabilities, this community continues to be difficult to reach. Several staff noted the deaf community was largely absent from those populations requesting and utilizing services.

Men and Boys

Several staff members indicated throughout the focus groups that while the Department funds agencies providing services primarily to women and girls experiencing violence, staff have seen a reported increase in the number of men and boys needing services but are reluctant to seek support for domestic abuse or sexual assault.

Youth

Finally, one staff member noted in an interview the difficulty of reaching youth with co-occurring conditions (e.g., a young person who may have a history of abuse and was shuffled in and out of foster care or other temporary housing arrangements). This respondent noted,

These young people are in and out of the foster care system and have a history of Child Protective Services (CPS) reporting. Anyone can see all these places in the forensic history of a child's life where folks could have intervened but did not.

In addition, youth in isolated neighborhoods such as Bayview and Hunter's Point may also be difficult to reach and therefore considered by many staff as an underserved, priority population. Staff cited transportation issues as a main barrier youth face in receiving services (e.g., it can take over an hour on public transportation to reach some service locations from isolated neighborhoods like Bayview and Hunter's Point).

SERVICES MOST UTILIZED BY SURVIVORS AND ADDITIONAL SERVICE NEEDS

Services most utilized by survivors. When survivors decide to leave abusive relationships, they need assistance with starting new lives. Oftentimes they will need to have their (and possibly their children's) basic needs met (i.e., food, safe shelter, clothing). Longer-term, they may need help transitioning into permanent housing, workforce development training, and, may also need general life skills training (e.g., financial management, basic computer-related training). Survey respondents were asked to select the top five services they perceived as most utilized by survivors (see Table 2.3). Although respondents indicated these were their *perceptions* of services most utilized by clients, it was beyond the scope of this needs assessment to confirm which services clients *actually* used most and why.

Table 2.3: Survey Participants' Perceptions of the Top Five Services Most Utilized by Survivors of Violence: Number and Percent Responding⁴

Service Type	Partner Agency Respondents Count	Non-funded CBO Respondents Count	Total Percent
Emergency Shelters	23	8	42 (48%)
Crisis Lines	22	8	41 (47%)
Low-Income Housing	27	5	37 (43%)
Peer Counseling	23	8	35 (40%)
Mental Health Services	18	8	35 (40%)

Additional service needs. In addition to those services most utilized by survivors, administrators, staff, and clients were asked to reflect on any **additional services** that might help support survivors' current and emergent needs. Just about more than half of survey respondents perceived increased needs for additional

⁴ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by DOSW. Participants were asked to rank the top 5 services that are the most used by survivors. Numbers and percentages are based on responses and may exceed the total N.

housing services, mental health services, childcare, job placement/workforce development training, and financial assistance/support (see Table 2.4).

Table 2.4: Survey Participants' Perceptions of Additional Services Needed for Survivors of Violence: Number and Percent Responding⁵

Service Type	Partner Agency Respondents Count	Non-funded CBO Respondents Count	Total Percent
Transitional Housing	31	11	61 (71%)
Low-Income Housing	31	10	60 (70%)
Emergency Shelters	31	7	51 (59%)
Mental Health Services	31	9	50 (58%)
Financial Assistance/Support	28	7	48 (56%)
Child Care	30	6	45 (52%)
Job Placement	13	6	42 (49%)
Foreign Language Interpreters	20	5	35 (41%)
Legal Counseling	20	7	34 (40%)
Job Training	18	4	33 (38%)
Education/Outreach	18	4	28 (33%)
Transportation Services	15	6	28 (33%)
Drug/Alcohol Treatment	18	5	28 (33%)
Peer Counseling	17	5	27 (31%)
Support Groups for Children	16	3	25 (29%)
Legal Advocacy and Training	17	6	25 (29%)
Court Accompaniment	13	5	23 (27%)
Support Groups for Adults	14	3	22 (26%)
Elder Abuse Advocates	8	3	17 (20%)
Crisis Lines	7	2	12 (14%)
Adult Education	7	1	12 (14%)
Other: Access to child care; Alternative solutions for housing; Inter-agency case-management; Gender specific safe housing; LGBTQ safe housing; Housing for clients with mental health and substance abuse issues; Legal services; Youth services	7	2	11 (13%)

In addition to these needs, interview and focus group participants also identified increased needs for:

- Mental health services for survivors and their families (augmenting and expanding existing services);
- Legal services;
- Enhanced housing services and workforce development training;
- Human trafficking-related services; and
- Coordinated responses to domestic violence for restorative justice.

⁵ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by the Department. Participants were asked to mark all that apply. Numbers and percentages are based on responses and may exceed the total N.

Each of these areas is elaborated below.

Mental Health Services for Survivors and their Families

Staff and administrators commented on the high prevalence of co-occurring issues among survivors of domestic violence, sexual assault, and human trafficking. To illustrate, in Fiscal Year 2012-2013, 35% of clients receiving services from Partner Agencies reported having a mental disability (VAW Grants Program FY 2012-2013 Year-End Performance Summary, 2013).

Some clients mentioned there is a growing need for screening for serious mental health issues before admitting clients into shared living accommodations (e.g., transitional housing). However, this type of screening can

also serve as a barrier and other communities addressing homelessness advocate for a “rapid re-housing” model that minimizes, and, in some cases, eliminates barriers to accessing services.



While immediate access to mental health services is critical for addressing survivors' needs, staff and clients also identified the need for long-term, on-going therapy for survivors and their families. Partner Agencies currently provide some on-going therapies, but there was a sense among staff surveyed that these types of services are increasing in need. Several clients also indicated they had experienced domestic violence years ago and required additional resources to support their recovery. However, even access to immediate crisis counseling is often limited because there is simply not enough qualified staff working at agencies equipped with the sensitivities and language abilities to address the mental health needs of these survivors of violence.

Furthermore, staff and clients identified an ongoing need for low-cost or no-cost family therapy programs for survivors and their children. Several providers acknowledged the developmental difficulties abused children face as well as children who are exposed to parental violence and abuse. Children act out in school, perform poorly academically, have social and emotional consequences, and some older youth turn to substances to cope with their trauma. Some survivors suggested children and youth need support that is not always necessarily separate from their parents.

Finally, 17% of survivors receiving services in Fiscal Year 2012-2013 reported chemical dependencies (VAW Grants Program FY 2012-2013 Year-End Performance Summary, 2013). Substance abuse is common among survivors as a way to cope with trauma and depression, post-traumatic stress disorder (PTSD), anxiety, sleep disorders, and other disorders, which are related to or exacerbated by abuse. As a consequence, the need for mental health services is great, but agencies may not have the capacity to fully address this growing need among survivors. As such, there is also an increased need for services to support survivors with substance use issues.

Legal Services

Many staff participants talked about the importance of legal aid for survivors. Legal services provide an entry point into other protections such as family law, immigration laws, public benefits, debt relief, and healthcare. Moreover, survivors need legal assistance if they want help securing restraining orders, obtaining spousal/child support and/or filing for divorce. For some survivors, legal aid is the most effective form of intervention because it provides the potential for concrete outcomes (e.g., changing one's legal status, financial assistance,

and prosecution of their abuser). One area clients identified as potentially helpful was having more wrap-around services associated with legal assistance since they identified the process as complicated and unpredictable. For example, one client mentioned needing more case management and advocacy services to help with navigating the legal process. Another staff member suggested it may be helpful to have a mental health practitioner accompany some clients with mental health issues to their appointments to support the client and mitigate any potential re-traumatization that may occur when survivors have to recount their violent experiences to attorneys.

Enhanced Housing Services and Workforce Development Training

Shelters. Several staff noted there is a need for more shelter space in the city, although they also simultaneously recognized that this is not a very feasible option. Staff acknowledged shelters are often put in a position to turn away survivors because there are not enough beds to meet the need. Beds are often filled to capacity and finding several beds available at one time for a family is exceptionally difficult. In addition, some youth serving staff members identified the need for substance-free shelters for young survivors of violence who are trying to stay clean. Several clients identified shelters as a “trigger” for them while they are trying to stay sober because many residents freely use substances while at the shelter (often as a means to cope with their traumas). Finally, several staff indicated the need for a LGBTQ-specific shelter. At the time of this writing, a housing initiative in Oakland, called Queens Cottage Shelter, is in its beginning stages, and will address the absence of emergency shelter housing for transgender women in the Bay Area, which is a tremendous step in addressing the unmet needs of LGBTQ survivors of violence.

Affordable, long-term, permanent housing. For many survivors, transitioning into affordable housing can be incredibly difficult for a number of reasons. Trying to come up with a deposit and first and last month’s rent can be a major obstacle. Housing and employment stand as two primary structural barriers for many survivors. Clients tend to move from shelter to shelter or stay in transitional housing because there is nowhere else for them to go. Typically, there are long waiting lists for Section 8 housing or other permanent housing options, which are limited in San Francisco and do not necessarily consider domestic violence survivors a priority population. Transitional age youth face the same issue as other survivors in need of housing, although they often will resort to being homeless. Several staff and clients also specifically mentioned this need for single mothers. One staff member said,



A woman with two kids, with all legal documents, could get \$700 per month towards housing for three people. That isn't even enough to rent a studio in the city.

Staff and clients alike expressed an almost universal desire to see expanded housing options for survivors of violence. In addition to the shelter programs, staff and administrators identified an increased need within the city for more transitional, affordable housing so clients have a place to go and move on from shelter housing. Staff agreed that transitional housing is needed in the domestic violence community because it provides in-house support and gives survivors some time to heal and receive supportive services while making life changing decisions such as housing, employment, and/or educational pursuits.

One staff member said,

These are all fairly permanent decisions that can't always be made successfully while in an emergency shelter for three months.

Still another administrator noted,

I think it's permanent housing that makes the difference. In broad strokes – when you give a woman a home it's the very first step to self-sufficiency and a life that is free of poverty and violence.

Workforce development training. Housing needs are also often tied to workforce development training for many clients. Among immigrant survivors, staff noted that many clients may have difficulty obtaining employment because the job skills they have from their home countries are not marketable in the U.S., they don't have a work permit, and/or they are undocumented and unable to legally seek employment opportunities. Many survivors leaving abusive relationships need life skills training to become independent. These include skills such as preparing a resume, finding employment, and creating and managing a personal budget. Many survivors also need access to computers and the Internet in order to identify and apply for jobs.

Human Trafficking-Related Services

A major barrier to providing services to survivors of human trafficking centers around victim identification and gaps in awareness and understanding of the definition of human trafficking among survivors, staff, and the general public. Staff noted that among some survivors, they were not even aware they had been trafficked or exploited. One staff member recalled how a survivor had been brought to this country by family members with promises for a better life but the survivor was forced into a labor situation and had their movement restricted (which, incidentally, makes it significantly more difficult to learn about services). Staff members noted how other survivors had been involved in pimp-controlled relationships and were unaware of services designed to help them get out of their situations. Still, staff identified other survivors who had married abroad and were in this country illegally being exploited by their own partners. The challenge for most staff and administrators remains working to identify survivors and provide them with services that are specific to their needs. One staff member noted,

We desperately need shelters accustomed to working with trafficking survivors and have the experience and cultural understanding and sensitivities to work effectively with them.



Other administrators and staff echoed this sentiment and suggested that trafficking survivors would benefit from a shelter with wrap around services designed to address their specific needs.

Coordinated Responses to Domestic Violence for Restorative Justice

Some survivors of gender-based violence are interested in a process of restorative justice, whereby the offender comes to understand the harm they have done, takes responsibility for this harm, and

works to change their behavior and prevent future harm. However, the criminal justice system presents a major hurdle to this process. Currently, it is in the offender's best interest to deny wrongdoing throughout the investigation and/or prosecution of the crime. If an offender is found guilty of their crime after spending weeks, months, or even years denying wrongdoing, the current criminal justice system then expects the offender to immediately participate in offender intervention programs. Some participants (staff and survivors) felt this current model of criminal justice did not facilitate a healing process for survivors or offenders and suggested the idea of exploring alternative models for restorative justice.

ACCESSING SERVICES: HOW SURVIVORS LEARN ABOUT SERVICES

Survey respondents were asked to indicate how they felt survivors first learned about services. Table 2.5 provides a summary of the perceived ways in which staff and administrators understood how survivors first learned about services.

Table 2.5: Survey Participants' Perceptions of How Survivors First Learn about Services: Number and Percent Responding⁶

Service Type	Partner Agency Respondents Count	Non-funded CBO Respondents Count	Total Percent
Referrals From Other Agencies	50	15	86 (99%)
Community Outreach	50	13	81 (93%)
"Word of Mouth"	47	15	81 (93%)
Brochures	42	11	73 (84%)
Walk-Ins	38	9	60 (69%)
Informational Letter	11	1	17 (20%)
Radio Ads	5	1	8 (9%)
Newspaper Ads	4	1	7 (8%)
Billboards	4	0	6 (7%)
TV Ads	3	1	5 (6%)
Other: "Gate Openers" – From Client's Communities; Community Events; Volunteers; Internal Agency Referrals; Internet; Radio Talk Shows; Street Outreach; Police; Transit.	10	3	18 (21%)

Participants from the interviews and focus groups (staff, administrators, and clients) collectively agreed that referrals from Partner Agencies, word-of-mouth referrals, flyers at clinics, referrals and brochures from emergency shelters, and street outreach were the most common ways potential clients first learned about their services. Specifically, some clients indicated they first learned about services from the Sheriff's Office, through a therapist at a child's school, or from a leaflet from Police. Administrators explicitly noted they felt clients first learned about services from crisis line referrals, outreach through community prevention workshops, and social

⁶ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by the Department. Participants were asked to mark all that apply. Numbers and percentages are based on responses and may exceed the total N.

media presence on sites like Facebook, Twitter, Pinterest, and YouTube. **Staff members** noted that some of their clients indicated they first learned about services from CPS referrals and street outreach.

It is important to note that while referrals and outreach are the leading reported ways in which clients first learn about agencies' services, administrators identified that this type of support is typically not well supported by most funding sources. However, a deeper level of analysis than was possible with this needs assessment is required to uncover the specific forms of outreach that are the most effective. It would also be useful to capture the sources of outreach information, such as the agencies that provide direct services or law enforcement officials. For example, a mass distribution of flyers will have a different effect than a resource card that a police officer hands to a domestic violence survivor at the scene of a crime.

ACCESSING SERVICES: REASONS SURVIVORS SEEK OUT SERVICES

Making the decision to address relationship violence, sexual assault, and/or trafficking-related abuse and seek supportive services is not an easy choice. Table 2.6 summarizes survey respondents' perceptions about the reasons survivors seek services.

Service Type	Partner Agency Respondents Count	Non-funded CBO Repondents Count	Total Percent
Familiarity or Comfort with Agency or Staff	41	12	69 (81%)
Severity of Abuse or Violence	37	9	63 (74%)
Referral From Another Agency	40	8	60 (71%)
Frequency of Abuse or Violence	31	7	54 (64%)
Children or Dependents	29	7	50 (59%)
Community Support	30	5	48 (57%)
Legal Concerns	32	5	46 (54%)
Location or Convenience of Services	28	6	46 (54%)
Family Support	26	8	45 (53%)
Type of Abuse or Violence	21	5	39 (46%)
Financial Issues	24	4	39 (46%)
Health Issues	13	4	27 (32%)
Other: Decreased Level of Coping; Feeling Heard and Understood in Native Language; Lack of Community and Family Support; Police or CPS Involvement; Offering Food and Safe Environment; Stability; Need for Justice and Accountability	8	0	12 (14%)

⁷ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by the Department. Participants were asked to mark all that apply. Numbers and percentages are based on responses and may exceed the total N.

In addition to those reasons identified by survey respondents, themes emerging from interviews and focus groups included: familiarity with agency/satisfaction with staff interactions; escalation of abuse and the impact on children; and, convenient location of services. All of these themes except location of services are described in detail below. Respondents identified location of services as both a reason survivors decide to seek services and also as a barrier clients face in receiving services. Service location is discussed in detail in a subsequent section of this report entitled “Agency Level Barriers to Providing Services to Survivors.”

Familiarity with Agency/Satisfaction with Staff Interactions

Some clients indicated they became familiar with a particular agency either from a referral from another Partner Agency, a friend, or from another community group with which they received services and trusted the person who had referred them to additional services. Some clients also identified the importance of having culturally sensitive staff members who could appreciate their vulnerabilities and understand their responses to trauma. Some clients felt it was also important to connect with and trust the other program participants. One client recalled,

I came here and saw that it was really a group of women with problems, similar to mine or even worse. And so in the beginning I felt embarrassed and everything and then little by little you develop and with the information...I started to feel a little empowered and like, it's like a sisterhood.

Some survivors highlighted the need to be able to communicate with staff in their native languages and not feel judged by them. This sense of acceptance helped clients feel more comfortable reaching out for on-going support. Another important aspect survivors identified as a reason they retained services was feeling like staff members would not pressure them to make immediate decisions regarding their relationships and that their decision-making processes were respected. San Francisco service providers and agencies utilize “harm reduction” approaches when working with survivors. This means staff members work to meet survivors where they are throughout the course of their healing and recovery and will not advise or require survivors to end relationships or leave their abusers. As described by a staff member,

We are looking for them to break the cycle of violence in order to succeed in moving forward...We provide services when they are ready.

Escalation of Abuse/Impact on Children

Several staff and administrators noted that survivors come in for services when the severity of abuse or violence escalates and/or they need to protect their children and dependents. Some clients also noted that when the violence turned toward their children or when their children started witnessing the abuse (against a parent), some clients and staff identified this as a “tipping point.” One staff member shared,

Women will usually tolerate a lot more abuse or violence when it is just themselves. When they are worried about their children they seek services...The realization that someone else might be affected propels them into action.

However, it is also important to note that not all survivors immediately want to end relationships with their abusers, despite their suffering.

Survivors of gender-based violence often face enormous barriers in acknowledging and addressing abuse in their lives. Respondents in this needs assessment identified a number of perceived social, structural, and internal factors that can inhibit survivors' help seeking abilities. Survey participants' responses are summarized in Table 2.7.

Table 2.7: Survey Participants' Perceptions of Barriers Clients Face Accessing Services: Number and Percentages Responding⁸

Client Barriers	Partner Agency Respondents Count	Non-funded CBO Respondents Count	Total Percent
Stigma or a Feeling of Shame	44	11	74 (87%)
Knowledge of Services Available	44	44	58 (68%)
Lack of Trust in the System	32	10	57 (67%)
Fear of Seeking Services	33	7	56 (66%)
Client Isolation	27	6	45 (53%)
Transportation	29	6	43 (51%)
Does not Identify as a Victim of Violence	19	8	39 (46%)
Immigration Status	22	2	36 (42%)
Child care	19	5	31 (37%)
Language Barriers	16	4	27 (32%)
Cultural Barriers	14	6	25 (29%)
Lack of Proper Identification/Documents	14	2	22 (26%)
Facilities are Inadequate (e.g. Too Small, Outdated, Needs Maintenance, etc.)	10	1	17 (20%)
Hours of Operation	7	3	16 (19%)
Lack of Privacy in Clinic/Center	6	2	10 (12%)
Fees for Services	2	1	4 (5%)
Other: Capacity; Criminalization; Safety; Space; Accommodating Everyone Who Wants Services; Working with Clients Who do not Self-Identify.	6	2	10 (12%)

Challenges identified by interview and focus group participants are explored by theme in greater detail below.

Survivors Understanding and Awareness of Different Forms of Abuse

One of the main barriers potential clients face in accessing services is in identifying a situation as abusive. An administrator commented on the importance of on-going public education and awareness regarding the various acts and behaviors that constitute abuse. This same administrator noted that in her experience (and staff from other focus groups agreed) there are gaps in awareness and understanding among survivors especially, and within the general public more broadly, about types and forms of violence that "qualify" as abuse. This

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particular administrator recounted a story of receiving a call from a potential client asking about whether the agency would provide services to her [the survivor] if she hadn't been physically abused.

Survivors' lack of awareness about forms of abuse that don't involve physical violence makes it especially difficult for them to seek help because they may not recognize they are being or have been abused. One administrator noted,

...most women don't think they can be raped by their husbands. But if you ask them if their partner has forced them to have sex against their will, over half will likely say yes.

Normative Perceptions of Violence/Abuse

The 2007 Needs Assessment highlighted that in several different cultures, there are some normative beliefs around abuse by a man against a woman that is accepted or even expected (Korwin, 2007). This normative cultural belief was also identified in this current needs assessment. Several staff members indicated there were some culturally normative "levels" of violence. As observed by one administrator,

Among our clients from Laos, [domestic violence] is so common they don't even have a name for it. Among some of our clients from rural Montana, they talk about how Uncle So and So has been knocking the heck out of Aunt So and So for years.

Still another administrator offered,

All over the world domestic violence exists. No community handles domestic violence very well. There are hidden secrets in every community.

Many of our participants spoke about how attitudes toward domestic violence and related behaviors are often passed down through families. One administrator observed,

Domestic violence is a generational thing, passed on from generation to generation. Those that become abusers most often were abused themselves or witnessed abuse.

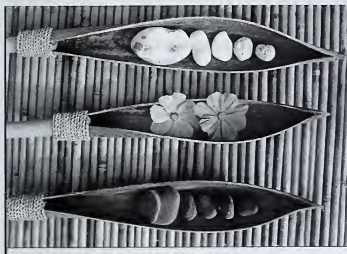
Although the larger domestic violence community talks openly about abuse in an effort to raise awareness about the issue and advocate for the needs of survivors, there are myriad reasons why survivors are reluctant to come forward for help.

First, there is a contrast between the moral and legal arguments that sexual and domestic violence are unacceptable, and the reality that, in some communities, violence against women is unfortunately tolerated. For example, immigrants from war-torn countries acknowledge violence against women and children as a way of life, whereas some transgendered individuals navigate day-to-day violence and have simply come to expect it. For other survivors, domestic violence is mostly seen as a "family issue," to be kept out of public knowledge and handled within the family. Some women prioritize the well-being of their children and their financial status over seeking help for domestic abuse. With respect to elder abuse, violence among this population is vastly underreported. It is often secretive and shameful for survivors, especially if the abuser is a family member. Older individuals may be fearful they will have their rights revoked if they involve authorities (e.g., Police, Adult Protective Services) and they often feel like they are responsible in some way for causing the abuse. Some staff

acknowledged that some people view violence against sex workers (i.e., rape and sexual assault) to be expected. This type of violence often goes unreported due in large part to the illicit nature of the work, the risk of being arrested, and the perceived lack of general concern for sex workers in general.

Stigma and Shame

General embarrassment, shame, and victim blaming are common feelings that most survivors share. Many survivors are emotionally beaten down and don't think they deserve to be helped. As one administrator noted,



These women who are beaten down emotionally by their abusers physically can't take in any good information about themselves. They are worn out.

In seeking services, there is also a fear among survivors as being labeled as having a history with "violence" or "mental health issues."

Problematic Services

Although clients are oftentimes retained in services because of the support they receive from the staff that work at the agencies, some clients also acknowledged

they are still experiencing racial, ethnic, and language discrimination by staff at some agencies. They reported feeling disrespected and looked down upon by staff and reported instances of unclean and unsafe environments. Without access to safe housing options, women facing abusive situations can be forced to live in substandard conditions or return to their abusers. One client's experience seeking services was so negative she opted to return to her abuser because she felt like she was navigating a new, abusive relationship with individuals she didn't know. These are serious problems that have not surfaced through the official grievance process required by the Department at every Partner Agency and deserve further investigation.

Lack of Shelter for Survivors of Violence

As mentioned throughout this report, survivors, staff, and administrators have identified San Francisco's housing shortage as especially challenging for survivors of violence. Lack of shelter space is particularly problematic because survivors are often turned away from shelters because there are simply not enough beds for those who are in need. Remaining in a shelter was another dead end, especially if services were problematic.

Location of Services, Childcare, and Transportation

Location of services emerged as an important issue for determining whether a survivor would access services or not. Some clients expressed difficulty and challenges around leaving their neighborhoods to seek out services. As described by a few clients, there are difficulties associated with having to move out of their neighborhoods and into a shelter, uprooting their children from their schools, peer networks, and support systems (particularly for adolescents), maintaining their jobs, and accessing their finances, which are all important issues a survivor has to consider when deciding to leave an abusive relationship and move into a shelter.

One client indicated she didn't want to go into neighborhoods for services where "people don't look like me." Similarly, some clients expressed difficulty in going into openly gay neighborhoods like the Castro for services if they are not yet "out."

Some survivors identified access to safe and affordable childcare as a significant barrier that precluded them from seeking services. They cited the need to juggle their own safety with the needs of their children (i.e., if they can't leave their children in a safe environment with safe caregivers, they would rather not leave them to receive services). As one staff member noted,

Transportation impacts survivors disproportionately, particularly in socioeconomically disadvantaged and hard to reach neighborhoods.

Survivors who lived in the Bayview/Hunter's Point and Excelsior neighborhoods identified that transportation to services across town can often be expensive and time consuming. Similarly, youth-serving staff members specifically noted the need for increased services for survivors in Bayview, Hunter's Point, and Visticacion Valley. Some Partner Agencies have tried to build formal partnerships with other service providers in these areas but these efforts prove to be labor intensive and go above and beyond what they are expected to do during the course of their normal working hours.

Fear

Fear is an obstacle many survivors experience, but especially with respect to seeking services. Specifically, there is fear around Child Protective Services (CPS), police involvement, fear of harming a family's reputation, and/or fear that the violence will extend to other members of their family. Survivors commented on the difficulties they have experienced in trying to report violence and assaults to law enforcement agencies, who have turned them away due to a lack of evidence. One client remarked,

...that's the fear that people who suffer from this kind of violence have. Those places where, instead of helping you, they tell you no, there's not enough evidence. The person has to be practically dead for them to do something.

For young people who have experienced violence against them, they may be reluctant to seek help from law enforcement and/or services providers. As one administrator suggested,

Maybe we need to empower people to deal with domestic violence including robust programming and education for friends and family. We need to know what survivors want from us. There's a backlash that comes with getting involved with CPS and/or the police department. We need to be educated about the system, but we also need to know how to help the people who will not call the cops. Friends and family of these individuals are the ones who come to us looking for help.

And yet another administrator noted,

Youth are afraid to talk about dating violence and sexual assault and are unaware of where to seek help. They don't know what a healthy relationship looks like...they talk to their peers and are afraid to talk to their parents.

Financial Constraints

Particularly among elderly people who have experienced financial abuse, fees associated with legal advice and the slim chances of restitution are hurdles these survivors face when deciding whether or not to access services. In addition, many women who are dependent on their abusers financially worry about leaving them because they are either unemployed, uneducated, or both, and worry about how they will support themselves and their families.

Specific Issues Related to Immigrant Survivors of Violence

Recent immigrants who are survivors of violence face additional challenges in accessing services including language barriers, cultural differences, and general lack of knowledge of the rights and laws (as survivors and as immigrants). As one survivor who is also an immigrant noted,

I would like more legal assistance because I don't know many laws and rights. I only know the laws in China but not here. Like in San Francisco, what requirements and laws should we understand, and things required of us? These are very important.

Some clients also noted they are confused about their rights as undocumented individuals living in San Francisco. Because many immigrants come from countries where there are no laws protecting survivors of domestic violence, survivors are unaware that help is available in the U.S. Moreover, abusers may use a survivor's immigration status as a tool for continued victimization and abuse. As one administrator observed,

Anytime you're dealing with someone who may not have documentation that ups the ante in terms of [economic] abuse. It gives the perpetrator extra tools to hurt them.

AGENCY LEVEL FINDINGS

ORGANIZATIONAL STRENGTHS AND BEST PRACTICES

Partner Agencies and their staff members have considerable expertise in addressing the needs of survivors and providing them with additional service resources as appropriate. They also play a considerable leadership role in advocating for the needs of survivors of violence. Several dominant themes emerged throughout the interviews and focus group discussions about important organizational strengths and agency best practices. These included:

- Staff authenticity and non-judgmental approaches to working with clients;
- Referrals, collaborations, and partnerships; and,
- Survivor empowerment.

Each of these themes is described in greater detail below.

Staff Authenticity and Non-Judgmental Approaches to Working with Clients

Staff members' abilities to interact non-judgmentally and authentically with clients contribute to the quality of services clients receive. Many clients credit a safe and nurturing environment with their ability to open up and trust that staff will meet them on their own terms. In addition, many clients also expressed the importance of working with staff members who reflect their racial and ethnic backgrounds. It is important for survivors to know that staff can relate to their experiences. One client said,

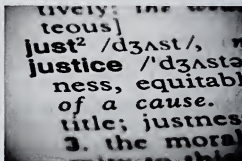
It feels like they [the staff] care and are doing more than just their jobs. You can really feel the genuineness here. It's also important to feel like there is really someone here who has walked in my shoes' at some point in their life.

Referrals, Collaborations, and Partnerships

According to the findings of this needs assessment, most clients learn about agencies and associated services through referrals from other agencies serving survivors of domestic violence, sexual assault, and human trafficking. There are formal (e.g., the San Francisco Domestic Violence Consortium, the Domestic Violence Information and Referral Center (DVIRC)⁹) and informal networks established among agencies and service providers to provide networking opportunities and to coordinate and expand services to survivors in need. As one staff member noted,

You really can't do this work unless you are willing to collaborate. Circles work better than hierarchies.

⁹ The DVIRC is a collaborative project of domestic violence agencies in 9 Bay Area counties and is an online, interactive database which allows domestic violence agency staff to access continually updated information to provide effective, efficient, and appropriate client referrals. It is also a place for domestic violence agency staff to access best practices, training resources, and other information and materials to help staff build skills and organizational capacity. It was developed by W.O.M.A.N. Inc. and Force by Design and is funded by The Women's Foundation of California, The Verizon Foundation, and Blue Shield of California.



And yet another noted,

Far from being a complaint, but we are calling out...we need to work together. We need to join in our efforts together.

Several agencies cited long-standing partnerships as a key in being able to deliver a range of services to survivors and to build out their referral systems. Staff acknowledged it is more strategic to combine resources when needed because no agency can possibly provide everything that a survivor needs. For example, one administrator noted that the domestic violence field is somewhat competitive because they are going after the same funding sources. The respondent went on to say,

As we have transitioned our thinking on that we've become stronger financially. We've been able to sub-contract with other agencies and actually write grants together. We have a vast network of agencies we can call when we are unsure what to do about certain things – and that makes us stronger.

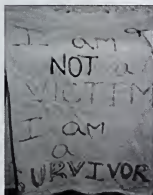
Survivor Empowerment

Administrators and staff from agencies serving clients in all six of the core service areas the Department funds (Crisis Lines, Intervention and Advocacy, Legal Services, Prevention and Education, Emergency Shelter, and Transitional Housing) noted that *survivor empowerment* is a foundational philosophical approach they bring to their work. One administrator illustrated this idea by saying,

We are here to support [clients] but our work is survivor-led. We're not here to tell them what to do; we are providing them options and figuring out what works best for them.

Another staff member echoed these sentiments by offering,

We need to empower women; we need them to discover that they are strong and offer them the tools so that their situation can be truly sustainable. Because, otherwise, the day they get out of the shelter, they have to go back to [an abusive partner], or look to another partner to be able to have their basic needs covered.



Yet another staff member said,

We are not about rescue; rescue is the opposite of empowerment. That is not what our work is about.

Legal service providers also believe in fostering empowerment among their clients.

We make the [legal] process empowering for clients. Many clients are incredible at working their cases.

From free laundry, to caring and nurturing staff, to supportive interactions among other participants, the culture of respect fostered by most agencies gives survivors hope. As one client put it,

When I came here to [name of agency], I got strength and confidence to talk because I was coming from a place where I couldn't have an opinion. I got beat, hit in the face, if I raised my eyes; it was a lot of work to learn to speak up and receive the hugs that I really needed. It gave my life meaning.

Finally, staff and clients identified several other “best practices” at the agency level that are important to note, which include:

- The ability to access language resources at Asian Women’s Shelter.
- Staff efforts to be inclusive and culturally competent. As one staff member noted,
We are radically inclusive. We hire from the community and across the spectrum. You have PhD’s, former drug addicts, and sex workers working together. And it is working.
- Agencies knowing their own capacity and acknowledging the strengths of their partnerships with other agencies and/or relying on the domestic violence network to refer out to other organizations that may be able to serve clients better.
- A transitional housing model that may be smaller, but more supportive and provides wrap-around services. One survivor commented,
When I first saw my room at [agency name], I started crying because of how wonderful it was...I felt hope again that my life could get better.
- Staff incentives for retention which also reduces burnout (e.g., 3 month sabbatical after five years of service; trauma stewardship programming).
- Spaces where children can be present during survivors’ appointments but cannot hear the conversation. For example, one agency has a two-way window where children can play and see their parent but cannot hear the conversation. This type of space addresses the need for childcare, which is one of the identified barriers survivors face when seeking services.

To summarize, San Francisco’s services for survivors of violence are characterized by a number of best practices. These include accepting and non-judgmental attitudes toward clients, cross-agency collaboration, a fundamental philosophy of survivor empowerment, and culturally appropriate services delivered in survivors native languages. In addition, a smaller number of agencies are notable for their innovative models of childcare, transitional housing with wrap-around services, and staff incentives for retention.

AGENCY-LEVEL BARRIERS TO PROVIDING SERVICES TO SURVIVORS

Agencies and organizations face some challenges in providing services to survivors of domestic violence, sexual assault, and human trafficking. Between 75%-89% of the administrators and staff who participated in this needs assessment’s online survey identified limited funding/resources as the main barrier agencies face in providing services to clients (see Table 2.8).

Table 2.8: Survey Participants' Perceptions of Barriers Agencies Face in Providing Services: Number and Percentages Responding¹⁰

Agency Barriers	Partner Agency Respondents Count	Non-funded CBO Respondents Count	Total Percent
Limited Funding	47	9	76 (89%)
Limited Resources	38	11	64 (75%)
Language Capacity	18	7	31 (37%)
Staff Burnout	18	9	27 (32%)
Limited Staff Training	18	7	26 (31%)
Federal, State and Local Political Climate	13	1	24 (28%)
Staff Turnover	15	2	19 (22%)
Inadequate Outreach or Advertising of Services	12	2	19 (22%)
Inadequate Facility	9	2	15 (18%)
Insufficient Training	6	4	12 (14%)
Management Issues within Agency	2	0	4 (5%)
Poor Relations with Other Agencies	1	0	3 (4%)
Staff Bias or Prejudice	1	1	3 (4%)
Not Well Accepted or Trusted by Clients	0	0	1 (1%)
Other: Other Agencies Struggle to Serve LGBTQQ youth; Dependency on Volunteer Pool who have Limited Training and Capacity; Limited Staff Capacity; Lack of Funding; Office is Housed Onsite at Shelter in a Secret Location so are Unable to Assist "walk-ins".	4	0	6 (7%)

In addition to funding and resource issues, agencies also encounter other challenges in providing direct services to survivors. Interview and focus group respondents also identified transitional age requirements, the housing shortage, cultural insensitivities of some staff, and staff retention and support as challenges they face. Each of these themes is described in greater detail below.

Funding Restrictions and Limitations

In general, all agencies felt that additional funding would increase their capacity to serve their clients, as would additional, physical program space. Some staff also specifically identified limitations and restrictions around funding awards, which they felt reduced their capacity to meet survivors' needs. For example, among legal service providers, they noted the need for flexible funding to appropriately represent their clients. Some legal staff members explained how they lack funding to conduct



¹⁰ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by the Department. Participants were asked to mark all that apply. Numbers and percentages are based on responses and may exceed the total N.

depositions, which puts their clients at a disadvantage because they are unable to compete with opposing parties in court that can afford to depose their clients. Further, legal service providers noted they do not have discretionary funds to cover court fees, which ultimately limits the number of clients they are able to serve because these fees become significant expenses.

Several administrators echoed how restricted funding challenged their ability to innovate in order to meet their clients' needs. As an example, one administrator would like to explore ways to reach clients through expanded communication options on their crisis lines. While there has been an increase in the number of clients that try to reach out via text or online social media, currently, the anti-violence service agencies and providers in San Francisco are not equipped to communicate this way. It is important to note that there are safety issues to consider with some technologies. However, according to the Department, this type of innovation would not be precluded by city funding restrictions, which deal with overhead limitations.

In recognizing that the goal of most funding is to reach clients directly, including 98% of funding by foundations (Foundation Center, 2014), agencies serving survivors of violence need increased support for operational costs and building their capacity for fundraising to maintain sustained funding. This may include more resources for staff training in capacity building, and/or development positions at agencies. In addition, more flexible funding could increase technological infrastructure (computer, Internet upgrades/support). Finally, additional, flexible resources could assist agencies in supporting and retaining staff by providing increased compensation and other incentives for self-care.

Transitional Age Requirement

Some service providers and administrators expressed concern around what they called "arbitrary" age restrictions for providing services to clients. One administrator said with respect to human trafficking survivors,

Because our services are limited to youth up at age 24, we miss a huge proportion of survivors – these people may not have had the option to change their situation until they are older but if we cut off services at their 25th birthday, we then miss people who could really use and benefit from our services.

Another staff member remarked that some services for youth are revoked after their 18th birthdays. As such, a young person may seek out services when they are 17 years and 6 months, which makes it extremely difficult to get to know the young person because service providers know that services will be cut off to them in six months.

When young people finally decide to seek out services, the system cuts them off. It is awful and flawed.

According to the Department, there is a movement to expand services from the current cutoff of 19 years to 24 years old. But the Department also acknowledges that whatever the cutoff age is determined to be, some clients will be excluded from needed services.

Housing Shortage

There is a housing shortage in San Francisco due, in part, to increased gentrification or displacement of low-income families, as rents are raised and high-income tech workers fill existing housing. Finding permanent, affordable housing for survivors who have been dislocated by abuse is extremely challenging.

Efforts to “clean up” certain gentrifying neighborhoods also puts many homeless or marginally housed survivors at risk for additional violence and abuse. In the Mission District, for example, these “clean up” efforts force individuals to move from more populated, well-traveled parts of the neighborhood into less traveled, more remote areas. These more remote streets are often more dangerous for individuals and their location makes it more difficult for staff to track their clients. Moreover, many service providers noted that park closures were especially detrimental to their younger clients who typically slept in the parks when spaces at shelters were unavailable. The park closures have forced youth back onto the streets, which makes them more vulnerable to susceptible to violence and sexual assault. Staff noted that sleeping in the parks was a much safer option than sleeping on the streets.

Cultural Insensitivities

Despite cultural competency being a strength for some agencies, clients and staff both agreed that there remains considerable room for improvement among many agencies that serve survivors of violence in San Francisco. Specifically, several agency staff members that work with LGBTQ populations expressed concern that other agencies serving survivors of violence had less experience and/or training to work effectively with diverse communities of survivors. In addition, service spaces don’t always provide gender neutral bathrooms and providers don’t always use language that is inclusive to LGBTQ clients (e.g., mis-gendering and mis-pronouncing clients). This is despite the fact that the Department funds at least one agency to conduct regular trainings of agency staff on the needs of LGBTQ clients.

Furthermore, several clients observed some agency names might inadvertently exclude potential populations and communities from seeking their services because the agency name could be interpreted as providing services to only specific communities.



Staff Retention and Support

Many of the staff and administrator participants mentioned a need for support that fosters staff retention (which would include increased compensation). One administrator said,

All of the people working in these agencies have passion but aren't miracle workers. Staffing is an issue which depends on funding.

Moreover, staff expressed difficulty with retaining volunteers they rely on for important outreach efforts because they are unable to pay them. Similarly, some staff noted that they were unable to provide stipends for Marriage and Family Therapy (MFT) interns who wanted to work at their agencies and were bilingual (which are greatly needed by many agencies). As a result, these interns took other positions that offered even modest stipends. Staff almost expressly agreed there is also a need to hire more staff members to keep up with the demand for services. Several clients also echoed the need for consistency among case managers to counter considerable turnover. As one administrator noted,

As soon as we hire a new caseworker, their caseload is full within a week!

Still another observed,

We haven't cut services but we have had to cut hours for positions. We are asking staff to do more with less.

The majority of administrators and staff from Department-funded Partner Agencies are passionate about their work. Many of the staff members openly spoke about being survivors of violence themselves and/or have histories of being exposed to violence. Many staff members highlighted the need for self-care and time with other staff to process their work and specific cases. They identified it is difficult for them to leave the work at the office and they rarely utilized the tools they were teaching their clients to use. As one staff member put it,

You worry about your clients and where they will go if they are homeless. I get to go home and curl up on my couch and watch TV. There are those that you just can't stop worrying about.

Some staff talked about how there is an assumption that self-care is selfish. One staff member said,

We [as staff] typically don't hold ourselves to the same standards as we have for our clients, but we should. We are not martyrs around this cause.

Another noted,

The work is healing, but how can we keep our cup full when we pour water all day for other folks? How do I utilize those same tools I teach my clients in asking for help?

Still another staff member commented,

We need funding, staffing, and training development opportunities. There is more need than we can serve at this time.

Further, staff identified a need to increase training across service agencies so there are consistent protocols in place when, for example, law enforcement responds to domestic violence incidences and restraining order violations. Survivors specifically highlighted the need for increased training among shelter staff as well. Finally, service providers working directly with human trafficking survivors would benefit from additional training and support for working with this specific population.

In summary, San Francisco's anti-violence agencies (both funded and not-funded by the Department) serve a diverse and broad range of survivors that face obstacles and challenges on their paths to recovery. However, many of the survivors spoke of feeling hopeful given the strengths of the existing agencies and their programs, as well as their dedicated and committed staff who work passionately with survivors to meet them wherever they are in their process of healing. However, agency and staff also face some hurdles to providing consistent, sufficient, and high quality services to all survivors in need. Based on the findings from this needs assessment, a number of recommendations have been developed to address the identified needs and service gaps. They are detailed on the next pages.

LIMITATIONS

It is important to note that this needs assessment has several limitations. The administrator and staff survey data were collected within a one-group post-test only design, limiting the ability to determine changes over time. This needs assessment was not designed or powered statistically to test for significance of any of the observed differences between Partner Agencies and non-funded CBOs. The small sample sizes across all data collection activities also limits the extent to which the findings can be generalized to all survivors living in San Francisco. This needs assessment was not designed to provide an exhaustive portrait of all the services provided throughout San Francisco for all survivors; rather, it does provide a snapshot of the needs of a sub-sample of survivors receiving services from Department-funded agencies and some non-funded CBOs. Non-funded CBOs did not participate as extensively as hoped in this needs assessment. In addition, representation from law enforcement officials was not included. Both of these groups (non-funded CBOs and law enforcement) would be important populations to intentionally include in future needs assessments.

Based on the findings presented in this 2014 Violence Against Women Community Needs Assessment, the following recommendations are intended to serve as potential next steps for the Department to continue to address survivor populations and their existing and emerging needs through its Violence Against Women (VAW) Prevention and Intervention Grants Program. It is important to note that many of these recommendations do have a fiscal impact and will require additional funding for full implementation.

Innovative Prevention, Education, and Outreach Initiatives

Outreach was identified as a major need during this assessment. While service providers commented on funding being necessarily cut in their own budgets for this crucial activity, many clients surveyed had sought out services only when the violence escalated to physical abuse, citing dated beliefs of what constitutes abuse. This study reaffirms previous conclusions in extant literature: additional outreach is needed to ensure that all survivors are aware of the types of abuse that an individual may experience and the support available to address these forms of violence.

- Coordinate targeted public awareness campaigns and public education initiatives throughout the City and County of San Francisco to dispel myths about gender-based violence and promote the understanding of the myriad of forms that domestic violence, sexual assault, and human trafficking may take.
- Ensure that prevention education initiatives are inclusive of all genders and identities and engage in critical dialogues with males, females, transgender individuals, and gender non-conforming individuals of all ages.
- Conduct strategic outreach to underserved populations, particularly the LGBTQ community, limited English proficient clients, immigrant populations, and youth.
- Support agency efforts to expand and adapt as means of abuse evolve with technology by encouraging and utilizing innovative and traditional multimedia approaches of outreach and collaboration (e.g. online social media, radio, print, television).

Staff Retention, Development, & Growth Opportunities

While the large majority of funding is dedicated to providing direct services to survivors of gender-based violence, it is equally important to promote the professional growth and self-care of domestic violence, sexual assault, and anti-trafficking advocates that serve these survivors. Providing opportunities for growth, resources to encourage the healing of advocates experiencing secondary trauma, and support for innovative projects would reduce staff burn out and turnover and consequently the cost of training new, less experienced staff. Investing in staff on the front lines is crucial to ensuring that clients are able to access the services they require for their processes of recovery.

Below are recommendations to address these critical needs.

- Encourage self-care of service providers and staff retention by supporting trauma stewardships and paid sabbaticals. Enable agencies to request funding to be set aside for this purpose in their budget proposals.

- Organize additional cross-training opportunities among Partner Agencies to cover a range of topics, including but not limited to cultural competence, gender inclusivity, human trafficking, fundraising, strategic planning, and self-care. The majority of service providers stated that they would also benefit from additional training on coping with and reducing the prevalence of secondary traumatic stress and subsequent staff burn out.
- Provide training opportunities for emergency shelters and transitional housing agencies on how to identify and support survivors of human trafficking.
- Support professional training on trauma-informed responses to survivors with co-occurring mental health issues.

Enhanced Collaboration Among Service Providers to Reach Underserved Communities

The findings of this report identified collaboration as both a notable strength and need of the current VAW Grants Program Partner Agencies. The community of domestic violence service providers in San Francisco is particularly well-connected through both formal and informal collaborations. Survivors who seek support from one agency in the network of Partner Agencies may likely be referred to another agency for additional, wrap-around services. Despite the tremendous strength of this collaboration, there are several neighborhoods that are underserved, with few funded agencies and service providers within reach.

The following recommendations seek to expand upon the strengths of the current collaboration by reaching into underserved communities and neighborhoods.

- Closely monitor award distributions to ensure that the areas of most need have providers accessible to them.
- In the event that few anti-domestic violence, anti-sexual assault, or anti-human trafficking agencies are located within a particular neighborhood, actively seek dedicated funding to collaborate and train providers of non-funded agencies that potentially serve, among other populations, survivors of gender-based violence (e.g. women's homeless shelters, alcohol and drug abuse programs, etc.).
- Explore additional ways to support satellite offices in underserved locations.

Continued Investment in Culturally-Responsive and Coordinated Case Management

Abuse and violence are often associated with an increased risk of developing a range of mental health issues or exacerbating existing ones. Several survivors and service providers identified that although culturally sensitive mental health services currently exist and are provided by Partner Agencies and other non-funded CBOs, there is a marked need to continue providing (and eventually increase the capacity of these agencies) specific resources for survivors.

The recommendations below address this need.

- Improve case management and coordination of services for shared clients while maintaining client confidentiality.
- Support language lines, translation services, and trainings on culturally responsive approaches to serve the diversity of survivors of gender-based violence in San Francisco.

Housing Options

Additional housing is needed at every level in San Francisco, including emergency shelters, transitional housing, and permanent, affordable housing. According to staff and clients, clients appreciate smaller emergency and transitional housing units with fewer residents, friendly staff, and wrap around services. In addition, there is a need for stability across housing arrangements, particularly for families, such that clients are not continually uprooting their families and lives across different neighborhoods in San Francisco. The housing realities in San Francisco present a substantial barrier to survivors; longer-term housing assistance with a variety of support services is integral to survivors' success in achieving independence.

The following are several recommendations to address this need:

- Increase funding for all types of housing assistance for survivors of violence.
- Prioritize increasing funding for long-term housing assistance to survivors of violence.
- Maintain transitional housing resources that are gender-responsive to the needs of women survivors of violence.

Routine Monitoring, Communication, and Site Visits

Staff identified several barriers to providing effective services to survivors of violence and, in turn, survivors identified a number of challenges they face in receiving effective services. The Department can begin to address such challenges by providing additional resources and monitoring of programs.

Below are recommendations to address this need:

- Provide resources for clients on their legal rights and on client complaint procedures. Ensure that clients are heard and any grievances are addressed in a timely manner.
- Develop formal monitoring protocols for site visits of VAW Grants Program Partner Agencies.
- Conduct routine monitoring and site visits with all Partner Agencies, particularly the emergency shelters and transitional housing facilities, to ensure client and staff needs are met and acquire feedback on how the Department can provide additional support or technical assistance.
- Regularly survey the community to assess evolving strengths and needs. In years when no formal needs assessment is conducted, provide space and time for all service providers to come together to provide input on the administration of the VAW Grants Program.

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Appendix A: Participating Organizations and Descriptions of Services

Appendix A:
Participating Organizations and Descriptions of Services (n = 34)

Agency	Description of Services
1 APA Family Support Services	Home Visitation Program APA Family Support provides multi-lingual prevention education to Asian women through home visitation, support groups, public awareness campaigns and community outreach.
2 Arab Cultural and Community Center	The Arab Women's Program The Women's Program provides legal referrals, counseling, translation, and education services to empower Arab/Middle Eastern and Muslim women, including recent immigrants.
3 Asian Pacific Islander Legal Outreach (APILO)	Asian Pacific Islander Domestic Violence Project and Asian Anti-Trafficking Collaborative APA Legal Outreach provides legal services and representation to Asian Pacific Islander domestic violence survivors, including family law and immigration services. Coordinates a collaborative partnership of agencies conducting trafficking prevention efforts.
4 Asian Women's Shelter	Domestic Violence Shelter Program Asian Women's Shelter provides emergency shelter, intensive case management, 24-hour crisis line, language access, and referrals to other organizations for battered Asian women and their children.
5 Bar Association of San Francisco	Cooperative Restraining Order Clinic The Cooperative Restraining Order Clinic helps domestic violence survivors in San Francisco get restraining orders against their abusers. Services are free and confidential.
6 Bar Association of San Francisco	Justice and Diversity Center The Justice and Diversity Center provides pro-bono family law legal services to women who have experienced domestic violence, including marital dissolutions, child custody, child support, restraining orders, and guardianships.
7 Bay Area Legal Aid	Domestic Violence Legal Services Bay Legal provides legal representation for domestic violence survivors, regarding family law matters including child-custody, divorce, and immigration.

Agency	Description of Services
8 Child Adolescent Support and Advocacy Resource Center (CASARC)	Children and Adolescent Trauma Services CASARC provides trauma focused psychotherapy for children and adolescents who have been sexually or physically abused. CASARC also provides educational trainings for community partners. A Woman's Place Gender-specific emergency shelter and transitional housing facility for women who have experienced domestic violence, rape, sexual assault. Provides comprehensive services including health care, mental health counseling, case management and money management services.
9 Community Awareness & Treatment Services, Inc.	LBT Women's Violence Intervention Project Provides training about early detection of domestic violence in the LGBTQ community, anti-oppression, heterosexism, and transphobia, and support for victims of hate violence and domestic violence.
10 Community United Against Violence (CUAV)	Asian Domestic Violence Intervention Program Cameron House provides social services, counseling, case management, advocacy to Asian women and their children, many of whom are new immigrants, monolingual speakers.
11 Donaldina Cameron House	Next Door and The Sanctuary Next Door provides safe, 24 hour access shelter for un-housed adults. Residents receive two meals a day. Case management and mental health services are available through the San Francisco Shelter Treatment Access and Resources Team. The Sanctuary is an emergency shelter to homeless adults. 24 hour facility and provides two meals a day to residents. Drop-in clinic hours three days a week.
12 Episcopal Community Services of San Francisco	Babae Domestic Violence Program Babae provides prevention education workshops, information and referral and resources, support groups for girls and young women. Services provided in English and Tagalog.
13 Filipino Community Center	Glide Women's Center Offers support groups, workshops, and programming for women that are homeless or in unstable housing situations, and experiencing intimate partner abuse.
14 Glide Foundation	Transitional Housing Project Gum Moon provides transitional housing and supportive services for battered single,
15 Gum Moon Women's Residence	

Agency	Description of Services
	low-income, Asian immigrant women victims of domestic violence and sexual violence.
16 Hamilton Family Center (no fund)	Emergency Shelter/Transitional Housing Hamilton Family Center seeks to break the cycle of homelessness by helping families move quickly back into stable homes to restore the foundation for healthy family lives.
17 Horizons Unlimited of San Francisco	Females Against Violence Peer Leadership & Education Provides violence prevention and education workshops for girls and young women discussing healthy relationships, forms of abuse, and offers resources available to assist young women in making positive changes.
18 Huckleberry Youth Programs	Crisis Shelter, Counseling, Health care & Health Education Community based agency providing services to homeless, runaway and other at risk youth in San Francisco and Marin counties.
19 Institute on Aging	Preventing Domestic Violence in Late Life The Late in Life program enables older adults to maintain their health and ability to live independently by offering affordable, compassionate and innovative health and social services to seniors and their families.
20 Jewish Children and Family Services	Dream House The Dream House provides transitional housing, family counseling, housing assistance, job training, parenting workshops, and support for battered women and their children.
21 La Casa de las Madres	Domestic Violence Shelter Program Provides emergency shelter, crisis line, drop in center, education, and domestic violence response team for battered women and their children. Also provides supportive services and advocacy for women in public housing and single-room-occupancy units.
22 Larkin Street Youth Services	Comprehensive Youth Service Programs 25 comprehensive youth services programs across 15 sites. Provides programs and services to youth ages 12 to 24.
23 (LYRIC)	Queer Young Women's Health & Safety Project LYRIC provides prevention education through young women's health programs, recreation and empowerment programs, after-school programs, job training, and

Agency	Description of Services
24	Mary Elizabeth Inn INN Roads Program The Inn Roads Program assists domestic violence survivors in achieving economic independence and stability through housing, comprehensive support services, a meals program, and employment assistance.
25	Mission Neighborhood Centers, Inc. "RAICES" (Real Arising Issues Creating Empowered Students) Provides workshops utilizing violence against girls curriculum discussing healthy relationships, forms of abuse, and offers resources about how to prevent violence against young women, and assists young women in making positive changes.
26	Mujeres Unidas y Activas Sanando el Alma Mujeres Unidas y Activas provides counseling, peer support groups, and informational workshops for Latina immigrant survivors of domestic violence.
27	Saint Vincent de Paul Society—Riley Center Rosalie House and Brennan House Provides emergency shelter and supportive services for battered women and their children, including individual and group counseling, case management, parenting groups, employment referrals, and a children's program. The Brennan House provides transitional housing and supportive services for battered women and their children.
28	San Francisco Child Abuse Prevention Center Children and Family Comprehensive Support Provide comprehensive support to children and family. Educate children, caregivers, child-serving professionals and the public about safety issues.
29	San Francisco Domestic Violence Consortium San Francisco Violence Consortium A network of seventeen domestic violence service agencies that come together with the goal of providing high quality, coordinated and comprehensive services to San Francisco's victims of domestic abuse. The services of the individual agencies include emergency shelter, transitional housing, crisis lines, counseling, prevention programs, education and legal assistance. Services are available in the many different languages of San Francisco's diverse populations.
30	San Francisco SafeHouse SafeHouse Living community for homeless, prostituted women. Provides supportive housing and recovery services.
31	San Francisco Women Against Rape (SFWAR) Students Talking About Non-Violent Dating (STAND), Sexual Assault Crisis Line, Sexual Assault Advocacy, and Sexual Assault Prevention Education

	Agency	Description of Services
		SEWAR provides sexual assault advocacy to women and girls through one-on-one peer counseling, support groups, medical and legal advocacy, and referrals. STAND works to provide violence and sexual assault prevention education to local high school students.
32	Shalom Bayit	Center for domestic violence prevention and response within the Jewish community. Provide counseling and direct support to women and children, community education and dating prevention programs for Jewish youth.
33	W.O.M.A.N., Inc	Students Talking About Non-Violent Dating (STAND), Sexual Assault Crisis Line, Sexual Assault Advocacy, and Sexual Assault Prevention Education SEWAR provides sexual assault advocacy to women and girls through one-on-one peer counseling, support groups, medical and legal advocacy, and referrals. STAND works to provide violence and sexual assault prevention education to local high school students.
34	Women In Dialogue	In Defense of Prostitute Women's Safety Provides prevention education services, promotes public awareness on violence against prostitutes, and offers advocacy services.

Note. Some of the agencies that participated in the online survey may not be included in the above table due to incomplete data (i.e., respondents did not specify their agency name).

Appendix B: Survey Respondent Demographic Information

Appendix B:
Survey Respondent Demographic Information: Counts and Percentages

Question	Partner Agencies Count	Non-Funded CBOs Count	Total ¹ Percent
DEMOGRAPHICS			
Education			
Graduate Degree	20	7	42 (48%)
Four-year College Graduate	21	6	34 (39%)
Some College	4	3	9 (10%)
Less than High School	1	6	1 (1%)
High School Diploma Or GED	1	6	1 (1%)
Two-Year Technical Degree	0	6	0 (0%)
Born in the US?			
Yes	37	3	61 (70%)
No	10	7	26 (30%)
Years of experience working specifically with female survivors of violence			
< 1 year	3	1	7 (8%)
1-5 years	21	5	30 (35%)
6-10 years	10	3	18 (21%)
11-14 years	1	1	3 (3%)
15+	15	6	29 (33%)
Years in present position			
< 1 year	10	2	16 (19%)
1-5 years	23	2	42 (49%)
6-10 years	10	3	15 (18%)
11-14 years	1	1	4 (5%)
15+	3	4	8 (9%)
Role at the agency			
Program Director	0	3	33(38%)
Administrator/Program Management	7	4	19 (22%)
Direct Service Provider	16	1	19 (22%)
Intern	0	1	1 (1%)
Other: Program Coordinator; Development Associate; Program Assistant; Prevention Educator; Office manager; Grant writer; Attorney; Volunteer.	11	1	15 (17%)

¹ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs and 21 participants who did not indicate whether they were funded or not by DOSW. The total N varies across questions due to missing data.

Appendix C: Administrator Interview Participation

Appendix C:
Administrator Interview Participation (N = 19)

Agency/Organization	Individual/s Interviewed	Interview Date
APA Family Support Services	Amy Yu, <i>Director of Programs</i>	May 13, 2014
Asian Pacific Islander Legal Outreach (APILO)	Esther Leong, <i>Administrative Director</i>	May 7, 2014
Asian Women's Shelter	Elizabeth Kirton, <i>Executive Director</i>	May 27, 2014
Asian Women's Shelter	Jee Suthamwanthanee, <i>Program Director</i>	May 6, 2014
Bay Area Legal Aid	Stacy Lambright, <i>Senior Staff Attorney</i>	May 19, 2014
Child Adolescent Support and Advocacy Resource Center (CASARC)	Tonya Chaffee, <i>Medical Director</i> ¹	May 6, 2014
Community Youth Center	Sarah Ching-Ting Wan, <i>Executive Director</i>	May 9, 2014
Horizons Unlimited of San Francisco	Crystal Mendoza, <i>Program Coordinator</i>	June 5, 2014
Institute on Aging	Shawna Reeves, <i>Director of Elder Abuse Prevention</i>	May 19, 2014
Jewish Family and Children's Services	Kelsey Friedman, <i>Dream House Coordinator</i>	May 2, 2014
La Casa de las Madres	Katharine Berg, <i>Associate Director</i>	May 7, 2014
Lavender Youth Recreation and Information Center (LYRIC)	Denny David, <i>Deputy Director</i>	May 8, 2014
Mary Elizabeth Inn	Dion Roberts, <i>Executive Director</i>	May 15, 2014
San Francisco SafeHouse	Sarah Blaczczac, <i>Clinical Manager</i> ¹	April 30, 2014
San Francisco Domestic Violence Consortium	Beverly Upton, <i>Executive Director</i> ¹	May 6, 2014
San Francisco Women Against Rape (SFWAR)	Janelle White, <i>Executive Director</i>	May 15, 2014
W.O.M.A.N., Inc.	Jill Zawisza, <i>Executive Director</i>	May 6, 2014
W.O.M.A.N., Inc.	Mariya Taher, <i>Community Liaison Manager</i>	May 1, 2014
Women in Dialogue	Rachel West, <i>US Prostitutes Collective, Coordinator</i>	May 8, 2014

¹ Interview with non-funded CBO Executive Director or staff member.

Appendix D: Staff Focus Group Participation by Organization

Appendix D:
Staff Focus Group Participation by Organization (N = 39)

Agency/Organization	Staff Participants	Number of Participants	Focus Group Date
Asian Pacific Islander Legal Outreach (APILO)	- Arati Vasan - Khan T. Nguyen - Cindy Liou - Hyun-mi Kim	4	June 3, 2014
Asian Women's Shelter ¹	- Mayseng Saetern - Jee Suthamwanthanee - Nobu Tomita	3	May 20, 2014 May 28, 2014
Bar Association of San Francisco (Justice and Diversity Center)	- Shannon Altamirano - Angela Sarakan - Stephanie Bilinski	3	May 28, 2014
Bay Area Legal Aid	- Jerrel McCray - Rebecca Louie - Dia Montecillo - Kemi Moustaph - Theresa Romero	5	May 19, 2014
Community United Against Violence (CUAV)	- Maisha Z Johnson - Norio Umezu - Pablo Espinoza	3	May 23, 2014
Donaldina Cameron House	Karen Chu	1	May 23, 2014
Glide Foundation	- Stephanie Gonzales - Angela Griffin	2	May 20, 2014
Lavender Youth Recreation and Information Center (LYRIC)	- Nayra Lopez - Charles Stevens - Stephanie Ravda - Alan Gutierrez - Denny David	5	May 30, 2014
Mujeres Unidas y Activas	- Maria Hernandez - Laura Camberos - Maria Jimenez - Maria Carillo	4	May, 28, 2014
Saint Vincent de Paul Society-Riley Center (Rosalie House) ¹	- Alicia Padillapaz - Karina Castellanos	2	May 23, 2014 May 28, 2014
San Francisco Women Against Rape (SFWAR)	- Sandra Sandoval - Evelyn Garcia	2	May 20, 2014
W.O.M.A.N., Inc.	- Mary Martinez - Mariya Taher - Jill Zawisza - Maureen Egan - Blase Hents	5	June 3, 2014

¹Participants from these agencies participated in focus groups on different days.

Appendix E: Needs Assessment Instruments

2014 Violence Against Women Needs Assessment - Administrator and Service Provider Survey

Introduction

Thank you for your participation in this survey. The purpose of this survey is to gather information about your agency's strengths and any challenges you face in providing services to and addressing the needs of female survivors of violence. We are also interested in your thoughts on issues facing female survivors of violence in general in your community. The data and responses you provide in this survey will be invaluable in helping to identify additional services and training needed to support survivors of domestic violence, sexual assault, and human trafficking.

This survey is designed to take you about 10-15 minutes to complete .

Following submission of this survey, we hope you will consider participating in either a phone interview (if you are an administrator) or a focus group (if you are a service provider) to discuss some of these issues in greater detail with us. We hope you will supply your preferred contact information when prompted in the survey.

Please submit your survey by MAY 31st to be entered to win one of three \$100 gift cards to Target.

Again, we extend our sincere gratitude for your assistance with this important project.

-The ETR Research Team



Demographics

Does your agency currently receive funding from the San Francisco Department on the Status of Women's Violence Against Women Prevention and Intervention Grants Program?

- ☐ Yes
- ☐ No

How many years of experience do you have working specifically with female survivors of violence?

- ☐ < 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-14 years
- ☐ 15+

How long have you been in your present position?

- ☐ < 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-14 years
- ☐ 15+

Which gender do you identify as?

- ☐ Male
- ☐ Female
- ☐ Transgender
- ☐ Decline to state



How old are you?

- ☐ <25
- ☐ 25-30
- ☐ 31-35
- ☐ 36-40
- ☐ 41-45
- ☐ 46-50
- ☐ 51 or older

What is your race/ethnicity? (Mark all that apply)

- ☐ Asian/Pacific Islander
- ☐ White
- ☐ Latina/Latino
- ☐ African American
- ☐ Middle Eastern
- ☐ American Indian/Native Alaskan
- ☐ Decline to state
- ☐ Other: _____

What category best describes your educational level?

- ☐ Less than high school
- ☐ High school diploma or GED
- ☐ Some college
- ☐ Two-year technical degree
- ☐ Four-year college graduate
- ☐ Graduate degree (Please specify)



Comments:

Were you born in the US?

☐ Yes

☐ No

In what country were you born?

Agency Information

What is your role at the agency?

☐ Program Director

☐ Administrator/Program Management

☐ Direct Service Provider

☐ Intern

☐ Other: _____

How many service providers, including interns and volunteers, work at your agency?

☐ <10

☐ 11-20

☐ 21-30

☐ 31-40

☐ 41-50

☐ 51 +



Other than English, in what languages does your agency offer services? (Mark all that apply)

- ☐ Amharic
- ☐ Arabic
- ☐ Bosnian
- ☐ Cambodian
- ☐ Cantonese
- ☐ Farsi
- ☐ Japanese
- ☐ Korean
- ☐ Laotian
- ☐ Mandarin
- ☐ Mongolian
- ☐ Russian
- ☐ Samoan
- ☐ Spanish
- ☐ Tagalog
- ☐ Thai
- ☐ Vietnamese
- ☐ Other: _____

Which services does your agency provide to women and girls who have experienced violence? (Mark all that apply.)

- ☐ Court Accompaniment
- ☐ Advocacy
- ☐ Case Management
- ☐ Counseling
- ☐ Crisis Line
- ☐ Distribute Materials/Outreach



- ☐ Education
 - ☐ Information/Referral
 - ☐ Legal
 - ☐ Media Contacts
 - ☐ Technical Assistance
 - ☐ Transitional Housing
 - ☐ Housing Assistance
 - ☐ Services specific to victims of Human Trafficking
 - ☐ Health Care-related
 - ☐ Other: _____
-

Client Information

What communities or populations does your agency serve? (Mark all that apply.)

- ☐ Children (10 years old and younger)
- ☐ Adolescents (11-18 years old)
- ☐ Mothers and/or families
- ☐ Single Mothers
- ☐ Elderly (65+)
- ☐ LGBTQ individuals
- ☐ Hispanic/Latina
- ☐ Whites
- ☐ Blacks/African Americans
- ☐ Asian Americans/Pacific Islanders
- ☐ Native Americans
- ☐ Immigrants
- ☐ Limited English Proficient Clients
- ☐ Mental Health Clients
- ☐ Drug/alcohol dependent clients



☐ Domestic Violence Survivors

☐ Human Trafficking Survivors

☐ Sex Workers

☐ Other: _____

What types of violence do you hear about the most among your clients? (Mark up to THREE.)

☐ Domestic Abuse

☐ Child Abuse

☐ Drug or Alcohol related

☐ Elderly Abuse

☐ Crime-related

☐ Human Trafficking-related

☐ Sex Work-related

☐ Sexual Abuse

☐ Other: _____

How do women affected by violence learn about your agency and services? (Mark all that apply.)

☐ Referrals from other agencies

☐ Brochures or other written materials found outside of our agency

☐ Community outreach

☐ Informational letter

☐ Newspaper ads

☐ Billboards

☐ Radio ads

☐ TV ads

☐ Walk-in

☐ "Word of mouth"

☐ Other: _____



Client Service Needs

Select the top five services most used by survivors of violence in your community, regardless of whether you provide those services or not.

- ☐ Crisis Lines
- ☐ Support Groups for adults
- ☐ Support Groups for children
- ☐ Peer Counseling
- ☐ Education/Outreach
- ☐ Foreign Language Interpreters
- ☐ Mental Health Services
- ☐ Emergency Shelters
- ☐ Transitional Housing
- ☐ Transportation Services
- ☐ Housing Assistance or Low-income housing
- ☐ Child Care
- ☐ Legal Advocacy and Training
- ☐ Legal Counseling
- ☐ Court Accompaniment
- ☐ Adult Education
- ☐ Elder Abuse Advocates
- ☐ Job Training
- ☐ Job Placement
- ☐ Financial Assistance
- ☐ Drug/Alcohol Treatment
- ☐ Other (please specify below)

Comments:



Advancing Science
Reducing Risk
Improving Lives

Select those services that you believe are currently lacking and needed within your community to serve female violence survivors. (Mark all that apply.)

- ☐ Crisis Lines
- ☐ Support Groups for adults
- ☐ Support Groups for children
- ☐ Peer Counseling
- ☐ Education/Outreach
- ☐ Foreign Language Interpreters
- ☐ Mental Health Services
- ☐ Emergency Shelters
- ☐ Transitional Housing
- ☐ Transportation Services
- ☐ Housing Assistance or Low-Income Housing
- ☐ Child Care
- ☐ Legal Advocacy and Training
- ☐ Legal Counseling
- ☐ Court Accompaniment
- ☐ Adult Education
- ☐ Elder Abuse Advocates
- ☐ Job Training
- ☐ Job Placement
- ☐ Financial Assistance
- ☐ Drug/Alcohol Treatment
- ☐ Other: _____





Thinking about the most needed services that you identified above, which of the following would help meet those needs? (Mark all that apply.)

- ☐ Funding/Money
- ☐ Additional Staff
- ☐ Training for staff/Capacity building
- ☐ Cooperation from other agencies
- ☐ Community education
- ☐ Culturally-dedicated services
- ☐ Outreach efforts
- ☐ Community support
- ☐ Translation services
- ☐ Client definition of violence
- ☐ Preventing staff burn out
- ☐ Adequate technology
- ☐ Improved/additional resources
- ☐ Adequately addressing client safety concerns
- ☐ Don't know
- ☐ Other: _____

Thinking about female survivors of violence, are there any populations that you feel are currently undeserved within your community? (Mark all that apply.)

- ☐ Children (10 years old and younger)
- ☐ Adolescents (11-18 years old)
- ☐ Mothers and/or families
- ☐ Single mothers
- ☐ Elderly (65+)
- ☐ LGBTQ individuals
- ☐ Hispanic/Latina
- ☐ Whites
- ☐ Blacks/African Americans



- ☐ Asian Americans/Pacific Islanders
- ☐ Native Americans
- ☐ Immigrants
- ☐ Limited English-proficiency clients
- ☐ Mental health clients
- ☐ Drug/alcohol dependent clients
- ☐ Domestic Violence Survivors
- ☐ Human Trafficking Survivors
- ☐ Sex Workers
- ☐ Other: _____

How does your agency address co-occurring conditions in your clients? (e.g. mental health issues, alcohol/drug abuse, etc.)

- ☐ Referrals
- ☐ On-site medical staff
- ☐ Collaborations with other agencies
- ☐ We don't address co-occurring conditions
- ☐ I don't know
- ☐ Other: _____

Are any of the following types of violence perceived as acceptable or normative within the community that you serve?

(Please mark all types that are perceived as normative.)

- ☐ Domestic abuse
- ☐ Drug or Alcohol related
- ☐ Elderly Abuse
- ☐ Crime related
- ☐ Human Trafficking related
- ☐ Sex Work related
- ☐ Sexual Abuse



☐ None

☐ Other: _____

Comments:

Non-Funded Agency Questions

1) What is the name of your agency?

Client Barriers to Service

What barriers do potential clients/participants who have experienced violence face in accessing and receiving your services? (Mark all that apply)

- ☐ Stigma or a feeling of shame
- ☐ Lack of privacy in your clinic/center
- ☐ Our facilities are inadequate (e.g. too small, outdated, needs maintenance, etc.)
- ☐ Fees for services
- ☐ Child care
- ☐ Transportation
- ☐ Knowledge of services available
- ☐ Hours of operation
- ☐ Fear of seeking services
- ☐ Language barriers (please describe below)
- ☐ Cultural barriers (please describe below)
- ☐ Lack of trust in the system
- ☐ Client isolation
- ☐ Immigration status
- ☐ Lack of proper identification/documents



☐ Does not identify as a victim of violence

☐ Other: _____

Comments:

What do you think makes a woman decide to come in for services? (Mark all that apply.)

☐ Type of abuse or violence

☐ Severity of abuse or violence

☐ Frequency of abuse or violence

☐ Health issues

☐ Family support

☐ Community support

☐ Children or dependents

☐ Referral from another agency

☐ Legal concerns

☐ Financial issues

☐ Familiarity or comfort with your agency or staff

☐ Location or convenience of services

☐ Other: _____

Agency barriers to providing services

What barriers does your agency face in providing services to survivors of violence? (Mark all that apply.)

☐ Limited funding

☐ Limited staff training

☐ Staff turnover

☐ Staff burnout

☐ Inadequate outreach or advertising of services



- ☐ Limited resources
 - ☐ Language capacity
 - ☐ Insufficient training
 - ☐ Inadequate facility
 - ☐ Federal, state and local political climate
 - ☐ Poor relations with other agencies
 - ☐ Not well accepted or trusted by clients
 - ☐ Management issues within agency
 - ☐ Staff bias or prejudice
 - ☐ None
 - ☐ Other: _____
-

Staff Training

What types of training has staff at your agency received? (Mark all that apply.)

- ☐ Crisis prevention/immediate response
- ☐ Survivors' rights
- ☐ Survivors' advocacy
- ☐ Mental health issues
- ☐ Substance abuse issues (drug and alcohol)
- ☐ Diversity awareness/Cultural sensitivity
- ☐ Disability awareness
- ☐ LGBTQ survivors
- ☐ Case management skills
- ☐ Computer/Technology skills
- ☐ Counseling skills
- ☐ Organizational skills
- ☐ Management skills
- ☐ Fundraising/Grantwriting skills
- ☐ Outreach/Community Engagement



☐ Other: _____

What types of training do you think your agency needs to be more effective? (Mark all that apply.)

- ☐ Crisis prevention/immediate response
- ☐ Survivors' rights
- ☐ Survivors' advocacy
- ☐ Mental health issues
- ☐ Substance abuse issues (drug and alcohol)
- ☐ Diversity awareness/Cultural sensitivity
- ☐ Disability awareness
- ☐ LGBTQ Survivors
- ☐ Case management skills
- ☐ Computer/Technology skills
- ☐ Counseling skills
- ☐ Organizational skills
- ☐ Management skills
- ☐ Fundraising/Grantwriting skills
- ☐ Outreach/Community Engagement
- ☐ Other: _____

Additional Questions for Administrators

Does your organization have eligibility requirements?

- ☐ No
- ☐ Yes



Please describe your agency's eligibility requirements.

Do you charge a fee for your services?

- ☐ No
☐ Yes

Have you turned away potential clients because of your fees?

- ☐ No
☐ Yes

What happens to potential clients if you have to turn them away because they are unable to pay the fees associated with your services?

Would you be willing to assist us with recruiting clients for focus group discussions?

- ☐ Yes
☐ No

Comments:



Would you be willing to participate in a brief phone interview to discuss some of these issues with us in greater detail?

☐ Yes

☐ No

Please provide your contact information?

	Contact Information
Name	_____
Agency	_____
Phone	_____
Email	_____

Additional Questions for Service Providers

Who do clients most commonly report as the perpetrator of violence?

Would you be willing to assist us with recruiting clients for focus group discussions?

☐ Yes

☐ No

Comments:



Would your clients prefer to receive cash or a gift card for participating in a focus group?

- ☐ Cash
☐ Gift Card

Please list name of vendors for gift card. (Mark all that apply.)

- ☐ Target
☐ Safeway
☐ Other: _____

Would you be willing to participate in a focus group discussion to explore some of these issues with us and other service providers in greater detail?

- ☐ Yes
☐ No

Please provide your contact information

	Contact Information
Name	_____
Agency	_____
Phone	_____
Email	_____



Advancing Science
Reducing Risk
Improving Lives

Conclusion

Is there any other information you would like to share about violence against women?

Please tell us your email address to be entered to win one of three Target gift cards.

Thank You!

Thank you for taking our survey. Your response is very important to us.



Administrator /Program Director Interview Protocol

Agency:

Program:

Name:

Title:

Date:

Interviewer:

The Agency and Agency Services

1. Can you tell me a little bit about your agency and the kinds of services you provide to survivors of violence (including domestic violence, intimate partner violence, sexual assault, and human trafficking)? (Prompts: demographics of communities, populations, program languages)

Client and Community Demographics

2. What type of violence do you hear about the most within the communities you serve? (Prompts: domestic violence, intimate partner violence, sexual assault, human trafficking, sex work-related, sexual abuse). Do certain communities you serve experience one type of violence more than others?
3. How are these types of violence viewed in this community? Are there any common misperceptions about violence that you see in the communities that you serve? (Probe: Anything normative or acceptable about violence against women?)
4. How do potential clients/participants learn about your services? (Prompts: community outreach, referrals, advertisements, word-of-mouth)

5. What do you think makes a survivor decide to come in for services? (Prompts: type, severity, frequency, victim of violence)
6. Are there any populations you see needing services but are not coming in for them?
- Who are they?
 - Why do you think they are not coming in?
 - What might help you reach and serve these individuals?
7. How often do your clients seeking services have substance use issues, or mental health issues etc. How does your agency address these co-occurring conditions with clients? (Prompts: Are they ineligible for services? Are they referred out?)
8. How often do your clients seeking services have non-mental health issues such as immigration status? How does your agency address these co-occurring conditions with clients? (Prompts: Are they ineligible for services? Are they referred out?)

Barriers to Providing or Receiving Services

9. What barriers do potential clients/participants who have experienced violence face in accessing and receiving your services? (Prompts: shame, fees, cultural issues, child care, etc.)

10. What barriers does your agency face in providing services or conducting prevention efforts?
[Prompts: lack of funding, staffing, lack of interpreters or language access issues, poor facilities, client definitions of violence]
- Is your funding sufficient to provide VAW services to all people seeking them?
11. What types of support and trainings are currently provided to staff to strengthen your agency's capacity to work non-judgmentally and in a culturally competent way with the community you're serving? How has this changed in the last 5 years?
12. How do you work with other VAW agencies to support survivors of violence? (Prompts: referrals, partnerships, easy collaboration, or specific issues)
13. Are there services or programs that you believe should be provided but are currently not being provided?
- If yes, what are these services?
 - What communities or populations most need the services?
 - Why are these services or programs needed by these communities?
 - What are the consequences of these services or programs not being provided?
 - What would you need to be able to provide these?
14. Looking back over the past five years, what changes have you seen in your and others' capacity to serve the x community?
15. How does the political climate impact your clients/participants' access to support and services?

Strengths of Existing Programs

16. What practices and/or efforts is your agency currently doing that have helped make your program successful? (Prompt: collaboration, professional development and training, referrals, agency partnerships)
17. What practices and/or efforts have you seen at other agencies that you would like to replicate if you had the required support/funding?

Additional Questions

18. Are there additional resources your agency needs to sustain and support staff and programs that you haven't mentioned already?
19. Are there any important issues we haven't addressed in this interview?

VIOLENCE AGAINST WOMEN

STAFF Focus Group Protocol

Preparation for the Focus Group (Day of):

- Purchase snacks/lunch if these will be provided.
- Gather all necessary materials:
 - Copies of protocol for facilitator and note-taker
 - Name tags, pens
 - Meeting site information
 - Other materials as needed
- Arrive at site thirty minutes in advance to set up for focus group.
- Set up chairs in a circle.
- As participants arrive, invite them to find a seat, get snacks/lunch as appropriate, and prepare a name tag (first names only).
- When all participants have arrived, have everyone complete a name tag

Date:	
Site Location:	
Facilitator:	
Note Taker:	
Time of Service Group:	☐ Crisis Line Workers ☐ Legal Service Providers ☐ Identity-based Advocates (Intervention & Advocacy) ☐ Youth Prevention Educators ☐ Elder Abuse Advocates ☐ Emergency Shelter Staff ☐ Transitional Housing Staff ☐ Mixed Group (List service groups) _____
Number of Participants:	

Note to Facilitator: Have snacks/lunch available for staff as they arrive. Invite staff to help themselves to snacks/lunch.

Staff Focus Group Guide

Objectives:

- ☐ To obtain staff input on the needs and strengths of the services provided to female survivors of violence.

A. Introduction

5 Min.

Throughout the session continue to stress the point that we want to know their honest opinions about VAW prevention services.

Hi, I'm _____ and this is _____. We both work for ETR and are working with the San Francisco Department on the Status of Women to conduct this community needs assessment on the needs of female survivors of violence in San Francisco. The results of the needs assessment will help inform the Department's VAW Grants Program funding priorities for the next three-year funding cycle. Thanks for taking the time to talk with us.

We invited you to come today because you work with female survivors of violence (including survivors of domestic violence, intimate partner violence, sexual assault and/or human trafficking) and we want to learn from you about the services your agency provides and the needs of your agency and the clients you serve.

We want you to feel comfortable sharing your experiences -- there are no right or wrong answers. Please be assured that anything you say here today will be kept confidential, and we will not use names or any other identifying information in any of our reports. Also, please remember that anything we discuss during this session should not leave this room. We expect to be here for about an hour. We appreciate you taking time for us, so we want to be sure to end on time. We will be watching the clock and we may need to break off the discussion on occasion to be sure we have time to discuss all topics.

We'd like to tape record this session with everyone's permission because we don't want to miss any of your comments. People often say very helpful things in these discussions and we can't write fast enough to get them all down. Is it OK with everyone?

Let's begin by having each person introduce themselves. Please give us your first name only. [If you have providers from different agencies present, ask them to identify the type of services their agency provides to survivors].

Agreements

We'd like to go over a few agreements quickly that will help guide our conversation.

- Please talk one at a time and speak up as much as possible. This will make it easier for us to hear each other.

	• Feel free to respond to each other about these topics, not just answer my questions. This will help us have a good discussion about each topic. • Please respect one another's opinions. There will be a range of opinions and experiences on any of the topics, and we do not expect everyone to agree with one another. We do, however, ask that everybody show respect when others are talking. • Although we hope you will share your thoughts on all topics, you are free to skip any question you'd rather not answer • Today's discussion is confidential. This means that anything that is said in this room stays in this room. Please don't share other people's comments outside of this room. • Because we only have 60 minutes, we may have to shorten the discussion and move on to another question. • Are there any other agreements we should include to help guide our discussion today? • Are there any questions about today's discussion before we get started? • If any questions come up for you during the discussion please feel free to ask them.
B. Icebreaker *5 Min. * <i>The group facilitators should go first. Have fun with this! Try to make it conversational.</i>	<i>Let's begin. We've given you all name tags to help us remember each other's first names so we can call each other by first names during the discussion. Let's find out some more about each other by going around the table and introducing ourselves.</i> Please give your first name and, just for fun, tell us one of your favorite foods. I will start... My name is and one of my favorite food is

MODERATOR TIPS	QUESTIONS	NOTES
C. Main Questions – *45 Mins.* C1. Client Service Barriers *10 mins*	- Let's begin by discussing why the types of services you provide are important for women who have experienced violence? - What barriers to potential clients/participants face in receive your services? - What communities do you reach through your services (or prevention efforts)? - Are there communities that you see needing your services or programs but who are not seeking these services Probes: - Who are they? - Why do you think they are not seeking your services? - What might help you to reach and serve these individuals?	
C2. Agency Service Barriers *10 mins* Continue to stress the need for honesty. Make sure they feel	- What barriers does your agency face in providing services? - How does the political climate impact your clients/participants' access to support and services?	

MODERATOR TIPS comfortable being honest. Use language given by participants.	QUESTIONS	NOTES
C3. Types of Services that are needed *10 mins*	Next, we're going to talk about the types of SERVICES THAT ARE NEEDED. - Are there services or programs that you believe should be provided but are not currently being provided? Probes: - If yes, what are these services? - What communities or populations most need these services? - Why are these services or programs needed by these communities? - How important is this? - What are the consequences of these services or programs not being provided? - What would you need to be able to provide this?	

MODERATOR TIPS	QUESTIONS	NOTES
C4. Strengths of Agency *10 mins*	<i>We want to learn more about the STRENGTHS OF YOUR AGENCY</i> <i>In what ways do you collaborate with other agencies to address violence against women?</i> <i>What do you think is working well in how you deliver services to female survivors of violence?</i> Probes: <i>What is working well with your agency as a team?</i> <i>What is going well in your collaborations with other agencies?</i> <i>What do you think is not working well in how you deliver services, or what could be improved?</i> <i>How do your organizations raise the capacity of staff and the community to work non-judgmentally and in a culturally competent way with the community you're serving?</i>	
C5. Staff Capacity to serve diverse clients *5 mins*	<i>Okay, now we're going to talk about STAFF CHALLENGES to delivering services</i> <i>What barriers do you face on an individual level in doing this work?</i> Probes: <i>How are you taking care of yourself?</i>	
C6. Staff Challenges *5 mins*		

MODERATOR TIPS	QUESTIONS	NOTES
	If resources were available, is there technical assistance that you would like made available to help sustain and support staff programs?	
D. Wrap Up *5 mins *	<i>Our time is just about up. Are there any other important issues that we haven't addressed in this discussion?</i> <i>Thank you for sharing your thoughts and opinions with us. Your comments will help shape our recommendations to the Department on the Status of Women. I also have some pamphlets available with resource information if you are interested in finding out about the other partner agencies serving women who have experienced violence. Thanks again for your time and feedback!</i>	

VIOLENCE AGAINST WOMEN

Client Focus Group Protocol

Preparation for the Focus Group (Day of):

- Purchase snacks/lunch if these will be provided.
- Gather all necessary materials:
 - Copies of protocol for facilitator and note-taker
 - Name tags, pens
 - Cash & Tracking Incentive Tracking Sheet
 - Meeting site information
 - Other materials as needed
- Arrive at site thirty minutes in advance to set up for focus group.
- Set up chairs in a circle.
- As participants arrive, invite them to find a seat, get snacks/lunch as appropriate, and prepare a name tag (first names only).
- When all participants have arrived, have everyone complete a name tag

Date:	
Site Location:	
Facilitator:	
Note Taker:	
Time of Service Group:	☐ Crisis Line Workers ☐ Legal Service Providers ☐ Identity-based Advocates (Intervention & Advocacy) ☐ Youth Prevention Educators ☐ Elder Abuse Advocates ☐ Emergency Shelter Staff ☐ Transitional Housing Staff ☐ Mixed Group (List service groups) _____
Number of Participants:	

Note to Facilitator: Have snacks/lunch available for clients as they arrive. Invite clients to help themselves to snacks/lunch.

Objectives:

- ☐ To obtain client input about what they need in a service/program that is servicing female survivors of violence.

Client Focus Group Guide

A. Introduction

5 min.

Throughout the session continue to stress that we want to know their honest opinions about VAW prevention services.

Hi, I'm _____ and this is _____. We both work for EIR and are working with the San Francisco Department on the Status of Women to conduct this community needs assessment on the needs of female survivors of violence in San Francisco. The results of the needs assessment will help inform the Department's VAW Grants Program funding priorities for the next three-year funding cycle. Thanks for taking the time to talk with us.

We invited you to come today because you are a survivor of violence and we want to learn from you about the types of services you've accessed, specifically how you learned about the agencies you've used, your needs when accessing these agencies, and any additional services you may have needed but could not access.

We want you to feel comfortable sharing your experiences -- there are no right or wrong answers. Please be assured that anything you say here today will be kept confidential, and we will not use names or any other identifying information in any of our reports. Also, please remember that anything we discuss during this session should not leave this room. We expect to be here for about an hour. We appreciate you taking time for us, so we want to be sure to end on time. We will be watching the clock and we may need to break off the discussion on occasion to be sure we have time to discuss all topics.

We'd like to tape record this session with everyone's permission because we don't want to miss any of your comments. People often say very helpful things in these discussions and we can't write fast enough to get them all down. Is it OK with everyone?

Let's begin by having each person introduce themselves. Please give us your first name only. [If you have clients from different agencies present, ask them to identify the type of services they have accessed].

Agreements	We'd like to go over a few agreements quickly that will help guide our conversation. • Please talk one at a time and speak up as much as possible. This will make it easier for us to hear each other. • Feel free to respond to each other about these topics, not just answer my questions. This will help us have a good discussion about each topic. • Please respect one another's opinions. There will be a range of opinions and experiences on any of the topics, and we do not expect everyone to agree with one another. We do, however, ask that everybody show respect when others are talking. • Although we hope you will share your thoughts on all topics, you are free to skip any question you'd rather not answer • Today's discussion is confidential. This means that anything that is said in this room stays in this room. Please don't share other people's comments outside of this room. • Because we only have 60 minutes, we may have to shorten the discussion and move on to another question. • Are there any other agreements we should include to help guide our discussion today? • Are there any questions about today's discussion before we get started? • If any questions come up for you during the discussion please feel free to ask them.
B. Icebreaker *5 Min. * <i>The group facilitators should go first. Have fun with this! Try to make it conversational.</i>	<i>Let's begin. We've given you all name tags to help us remember each other's first names so we can call each other by first names during the discussion. Let's find out some more about each other by going around the table and introducing ourselves.</i> Please give your first name and, just for fun, tell us one of your favorite foods. I will start... My name is and one of my favorite food is

MODERATOR TIPS	QUESTIONS	NOTES
C. Main Questions – *45 Mins.*	Please tell me about the services you receive/d from (AGENCY). [List the agencies from which participants received services if a multi-agency focus group].	
C1. Services Accessed *5 mins*	Probes: - How did you hear about the services/agency? - In what ways are/were the services helpful? - In what ways are/were the services not helpful?	
C2. Staff Interactions *10 mins* Continue to stress the need for honesty. Make sure they feel comfortable being honest. Use language given by participants.	Great, next we're going to talk about your relationship(s) with staff at the agencies you receive/d services. - How would you describe your interactions with staff Probes: - Was it helpful? - Unhelpful? Respectful? - Honest/trustful? - What did staff do that made you feel like you could trust them?	
C3. Ease of Access *10 mins*	- What would make it easier for women to get services from (AGENCY)? - What additional services do or did you need that were not provided by (AGENCY)?	

MODERATOR TIPS	QUESTIONS	NOTES
C4. Additional Services *15 mins*	FOR THOSE WHO NEEDED ADDITIONAL SERVICES: • Did (AGENCY) refer you to other programs to obtain these services? Probes (if they did receive additional services): • Were you able to get the services that you were referred for? • If no, why not? • What made it hard to get the services? Probes (if they were not referred to obtain additional services): • What did you do? • What was the consequence of not having these services available to you? • Were there any ways in which the staff did not understand your situation (cultural sensitivities)? • Are there other services [that you may have not needed] that you would like to see available to women and girls in your community to deal with violence against women? RECORD ALL. • Which two of these do you think is most important? • For the top two: • Why is it important?	

Appendix F: Needs Assessment Recruitment Materials

HELP US STRENGTHEN SERVICES FOR WOMEN!



Are you a service provider to women who have experienced violence?

If so, we want to hear from you!

Be a part of a one-hour focus group on strengths, challenges, and needs facing survivors of violence and their service providers.

DATE: Dates throughout May

TIME: During regular business hours

PLACE: Various locations in SF; specific location information given to registered participants only

FREE LUNCH WILL BE SERVED!

To register: Please complete an online registration form at the link below:

<http://www.surveymzmo.com/s3/1614945/VAW-Staff-Focus-Group>

Or contact Rebekah Cohen at (510) 858-0991 or email rebekah.cohen@etr.org
(Please write VAW staff focus group in the subject line)

For questions: Contact Rebekah Cohen at (510) 858-0991 or email rebekah.cohen@etr.org
(Please write VAW staff focus group in the subject line)

We are from a non-profit organization (ETR Associates) working with San Francisco's Department on the Status of Women to identify the needs of survivors of violence. All group discussions will be confidential and your identity will not be linked to your comments.

HELP US STRENGTHEN SERVICES FOR WOMEN AND EARN \$50!



Have you experienced abuse, violence, or assault?

Are you 18 years of age or older?

We want to hear from you!

Be a part of a one-hour confidential group discussion about the needs of women who have experienced abuse, violence, or assault.

DATE: Dates throughout May

TIME: Flexible times

PLACE: Various locations in SF; specific location information given to registered participants only

All participants will receive \$50 for their time.

To register: Please complete an online registration form at the link below:
<http://www.surveygizmo.com/s3/1614801/VAW-Client-Focus-Group>

Or contact Rebekah Cohen at (510) 858-0991 or email rebekah.cohen@etr.org
(Please write VAW client focus group in the subject line)

For questions: Contact Rebekah Cohen at (510) 858-0991 or email rebekah.cohen@etr.org
(Please write VAW client focus group in the subject line)

We are from a non-profit organization (ETR Associates) working with San Francisco's Department on the Status of Women to identify the needs of survivors of violence. All group discussions will be confidential and your identity will not be linked to your comments.

**¡AYÚDENOS A FORTALECER LOS SERVICIOS PARA LAS MUJERES
Y GANE \$50!**



¿Ha experimentado algún tipo de abuso, violencia o acoso?

¿Tiene 18 años o más?

¡Queremos escucharla!

Sea parte de un debate en grupo confidencial de una hora sobre las necesidades de las mujeres que han experimentado abuso, violencia o acoso.

FECHA: Fechas durante todo mayo

HORARIO: Horarios flexibles

LUGAR: Diferentes ubicaciones en SF; se brindará información específica sobre la ubicación sólo a las participantes registradas

Todas las participantes recibirán \$50 por su tiempo.

Para registrarse: Complete el formulario de registro en línea en el enlace a continuación:
<http://www.surveygizmo.com/s3/1614801/VAW-Client-Focus-Group>

O comuníquese con Liz McDade-Montez al (831) 438-4060 x194 o por correo electrónico a

liz.mcdade-montez@etr.org

(Escriba por favor grupo de enfoque de clientes VAW en el asunto)

Si tiene preguntas: Comuníquese con Liz McDade-Montez al (831) 438-4060 x194 o por correo electrónico a

liz.mcdade-montez@etr.org

Somos una organización sin fines de lucro (ETR Associates) que trabaja con el Departamento de San Francisco sobre la Condición de las Mujeres para identificar las necesidades de las sobrevivientes a la violencia. Todos los debates de grupo serán confidenciales y su identidad no se relacionará con sus comentarios.

幫助我們增強為女性提供的服務
還可以得到50元!



您是否曾遭到虐待、暴力或騷擾？

您是否已年滿18周歲？

我們希望聽到您的聲音！

參加有關遭到虐待、暴力或騷擾的女性需求的一小時保密集體討論。

日期：整個五月

時間：靈活安排

地點：三藩市內的各個地點；具體地點資訊只提供給登記參加人員

所有參加者都將獲得50元參會費。

如需登記：請在下列網址填寫網上登記表：

<http://www.surveygizmo.com/s3/1614801/VAW-Client-Focus-Group>

或聯繫Rebekah Cohen（電話：(510) 858-0991；電子郵件：rebekah.cohen@etr.org

（請在標題欄注明“VAW client focus group”）

如有問題：聯繫Rebekah Cohen（電話：(510) 858-0991；電子郵件：rebekah.cohen@etr.org

（請在標題欄注明“VAW client focus group”）

我們來自一個非盈利性組織（ETR Associates），我們與三藩市女性地位局合作，瞭解暴力受害者的需求。所有的集體討論都會被保密，您的身份不會與您的意見相關聯。



Advancing Science
Reducing Risk
Improving Lives

Appendix G: Individual Item Frequencies for Each Survey Question Not Included in Text

Appendix G:
Individual Item Frequencies for Each Survey Question Not Included in Text

	Partner Agencies	Non-Funded CBOs	Total ^{1,2}
Question	Count	Count	Percent
AGENCY INFORMATION			
How many service providers, including interns and volunteers, work at your agency? (n = 44)			
<10	2	2	6 (14%)
11-20	6	1	12 (27%)
21-30	3	2	6 (14%)
31-40	2	2	4 (9%)
41-50	1	2	3 (6%)
50 +	5	3	13 (30%)
Other than English, in what languages does your agency offer services? (n = 44)			
Spanish	17	8	37 (84%)
Cantonese	10	2	22 (50%)
Mandarin	8	1	19 (43%)
Japanese	7	1	17 (39%)
Tagalog	8	1	17 (39%)
Vietnamese	8	1	15 (34%)
Russian	4	1	14 (32%)
Korean	5	1	13 (30%)
Arabic	4	1	11 (25%)
Cambodian	2	1	8 (18%)
Thai	1	1	8 (18%)
Farsi	3	0	7 (16%)
Laotian	1	1	7 (16%)
Mongolian	0	1	7 (16%)
Samoa	1	1	4 (9%)
Amharic	1	0	1 (2%)
Bosnian	0	0	1 (2%)
Other: Burmese; French; German; Bengali; Hebrew; Hindi/Urdu; Italian; Macedonian; Marathi; Portuguese; Sebro/Croat; Taishanese; Punjabi; Urdu; Indonesia; Burmese; Taiwanese; Toisanese; Shanghainese; French; Portuguese; Korean	7	2	14 (32%)
Which services does your agency provide to women and girls who have experienced violence? (n = 87)			
Information/Referral	49	13	80 (92%)
Distribute Materials/Outreach	46	10	73 (84%)
Advocacy	43	9	66 (76%)
Education	37	11	66 (76%)

	Partner Agencies	Non-Funded CBOs	Total ^{1,2}
Question	Count	Count	Percent
Case Management	41	11	65 (75%)
Counseling	38	12	65 (75%)
Court Accompaniment	38	6	54 (62%)
Crisis Line	26	7	44 (51%)
Technical Assistance	24	3	38 (44%)
Housing Assistance	22	8	36 (41%)
Services specific to victims of Human Trafficking	19	5	32 (37%)
Legal	15	4	25 (29%)
Emergency Shelter	9	6	21 (24%)
Health Care-related	10	6	21 (24%)
Transitional Housing	7	6	20 (23%)
Media Contacts	8	2	12 (14%)
Other: Children's programming; Specific support groups and programs for clients; legal work; Parenting classes and workshops; Workforce development; Leadership development; Services for children	13	3	23 (26%)
CLIENT INFORMATION			
What communities or populations does your agency serve? (n = 87)			
Domestic Violence Survivors	49	15	83 (95%)
Immigrants	48	13	81 (93%)
Hispanic/Latina	47	14	78 (90%)
Asian Americans/Pacific Islanders	44	13	76 (87%)
LGBTQ individuals	44	13	75 (86%)
Limited English Proficient Clients	44	13	75 (86%)
Mothers and/or families	43	13	74 (85%)
Blacks/African Americans	43	14	74 (85%)
Whites	42	13	72 (82%)
Single Mothers	42	13	71 (82%)
Native Americans	39	13	69 (79%)
Human Trafficking Survivors	41	10	66 (76%)
Mental Health Clients	40	13	65 (75%)
Adolescents (11-18 years old)	40	9	61 (70%)
Elderly (65+)	36	8	59 (68%)
Drug/alcohol dependent clients	31	12	55 (63%)
Sex Workers	35	10	55 (63%)
Children (10 years old and younger)	21	5	38 (44%)
Other: Undocumented Migrants; Middle Eastern; Transgender Individuals; Hate Violence Survivors; Male Survivors; Jewish People; Transitional Youth (Age 18-26)	7	3	15 (17%)

Question	Partner Agencies	Non-Funded CBOs	Total ^{1,2}
	Count	Count	Percent
Thinking about the most needed services that you identified above, which of the following would help meet those needs? (n = 86)			
Funding/Money	48	11	83 (97%)
Additional Staff	48	11	60 (70%)
Improved/Additional Resources	48	7	51 (59%)
Training For Staff/Capacity Building	48	9	50 (58%)
Culturally-Dedicated Services	48	9	47 (55%)
Cooperation From Other Agencies	26	7	45 (52%)
Preventing Staff Burn Out	20	6	38 (44%)
Community Education	20	9	35 (41%)
Community Support	18	9	35 (41%)
Translation Services	19	5	34 (40%)
Adequate Technology	19	4	32 (37%)
Adequately Addressing Client Safety Concerns	7	6	32 (37%)
Outreach Efforts	16	7	29 (34%)
Client Definition Of Violence	14	4	24 (28%)
Don't Know	2	0	2 (2%)
Other: Access To Technology; Collaboration Among Community Organizations; Culturally Competent Services; Additional Funding; Low-Income Permanent Housing; Job Programs; Child Care Subsidies; LGBTQ Specific Housing.	5	2	10 (12%)
How does your agency address co-occurring conditions in your clients? (n = 84)			
Collaborations With Other Agencies	20	4	36 (43%)
Referrals	19	8	35 (42%)
I Don't Know	2	0	10 (12%)
We Don't Address Co-Occurring Conditions	0	0	2 (2%)
On-Site Medical Staff	0	1	1 (1%)
Other: Referrals; Clinical Staff; Counseling; Appropriate Services	8	2	35 (42%)
Are any of the following types of violence perceived as acceptable or normative within the communities you serve? (n = 86)			
Domestic Abuse	22	8	40 (47%)
Drug Or Alcohol Related	20	2	34 (40%)
Sex Work Related	14	4	24 (28%)

	Partner Agencies	Non-Funded CBOs	Total ^{1,2}
Question	Count	Count	Percent
None	14	4	24 (28%)
Sexual Abuse	12	4	22 (26%)
Crime Related	7	1	14 (16%)
Human Trafficking Related	8	0	12 (14%)
Elderly Abuse	3	0	10 (12%)
Other: Child Abuse; Gang Violence; Survival Sex By LGBTQ Youth; Denial.	3	0	8 (9%)
STAFF TRAINING			
What types of training has staff at your agency received? (n = 84)			
Diversity Awareness/Cultural Sensitivity	42	12	71 (85%)
Crisis Prevention/Immediate Response	43	10	70 (83%)
Mental Health Issues	39	11	63 (75%)
Counseling Skills	34	12	63 (75%)
LGBTQ Survivors	37	6	60 (71%)
Case Management Skills	34	10	59 (70%)
Substance Abuse Issues (Drug And Alcohol)	34	9	56 (67%)
Survivors' Advocacy	38	5	55 (66%)
Survivors' Rights	34	4	50 (60%)
Outreach/Community Engagement	34	5	50 (60%)
Disability Awareness	32	4	47 (56%)
Management Skills	19	7	36 (43%)
Computer/Technology Skills	20	4	32 (38%)
Organizational Skills	18	5	32 (38%)
Fundraising/Grantwriting Skills	19	4	31 (37%)
Other: Peer Based Services; Children And DV; Leadership Development; Emergency Preparedness; Team Building; Restorative Justice; Harm Reduction Principals; Trauma Informed Services; Ant-Trafficking Related Topics; Elder Abuse.	3	3	8 (10%)
What types of training do you think your agency needs to be more effective? (n = 84)			
Fundraising/Grantwriting Skills	19	4	35 (42%)
Mental Health Issues	18	8	33 (39%)
Disability Awareness	18	6	31 (37%)
Computer/Technology Skills	16	3	30 (36%)
LGBTQ Survivors	14	7	29 (35%)
Case Management Skills	15	7	29 (35%)
Organizational Skills	18	2	29 (35%)
Outreach/Community Engagement	19	2	28 (33%)
Management Skills	18	3	26 (31%)
Survivors' Rights	14	7	25 (30%)
Survivors' Advocacy	13	6	23 (27%)
Substance abuse issues (drug and alcohol)	15	4	23 (27%)

	Partner Agencies	Non-Funded CBOs	Total ^{1,2}
Question	Count	Count	Percent
Counseling Skills	10	4	22 (26%)
Crisis Prevention/Immediate Response	9	7	21 (25%)
Diversity Awareness/Cultural Sensitivity	10	4	20 (23%)
Other: Funding; Trauma; Prevention Burn Out; Strategic Planning.	2	1	7 (8%)
Does your agency have eligibility requirements? ³ (n = 44)			
No	9	7	24 (57%)
Yes	9	3	18 (43%)
Do you charge a fee for services? ³ (n = 42)			
No	14	9	33 (75%)
Yes	5	1	11 (25%)
Have you turned away potential clients because of your fees? (n = 11) ³			
No	5	1	10 (91%)
Yes	0	0	1 (9%)

¹ The total (N = 87) includes 50 participants from Partner Agencies, 16 participants from non-funded CBOs, and 21 participants who did not indicate whether they were funded by the Department or not. The total N varies across questions due to missing data.

² Participants were asked to mark all that apply. Numbers and percentages are based on responses and may exceed the total N.

³ These questions were asked of administrators and staff only and the total N varies across questions.

Final Evaluation of the Justice and Courage Oversight Panel



COMMISSION ON THE
STATUS OF WOMEN MEETING
JULY 2014



SAN FRANCISCO
DEPARTMENT ON THE
STATUS OF WOMEN

Justice & Courage Oversight Panel History



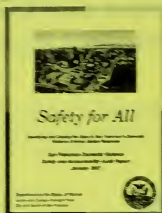
- 2000: Claire Joyce Tempongko murdered
 - Domestic violence was the leading cause of female homicides in San Francisco (40%)
- 2001: City Attorney completes detailed investigation on what went wrong
- 2002: Justice & Courage report issues
- 2002: Commission on the Status of Women establishes the Justice and Courage Oversight Panel to implement recommendations of the Report

Reports of Justice and Courage

*Justice and Courage:
A Blueprint for San Francisco's
Response to Domestic Violence*

San Francisco
Commission and Department for the Status of Women
March 2002

100
recommendations



68 recommendations
from Safety Audit

The Office of the Attorney General
Department for the Status of Women
March 2002

THE COURAGE TO CHANGE

San Francisco
Domestic Violence Unit
Domestic Violence Unit
Domestic Violence Unit

May 2007

Domestic Violence Unit

Evaluated
Implementation of
Safety Audit

Plus 2 Strategic Plans

2002-2014

Final Evaluation of the Justice
and Courage Oversight Panel



Final Evaluation

Summarizes the Oversight Panel's efforts to address recommendations that broadly fit into 14 categories:

- | | |
|--|---|
| 1. Batterer Accountability | 9. Risk Assessment |
| 2. Data Collection | 10. Safe Housing for Domestic Violence Survivors |
| 3. Interdepartmental Communication and Coordination | 11. Safety Audit Implementation and Replication |
| 4. Judicial Participation | 12. Services for Limited English Proficient Victims and Survivors |
| 5. Oversight and Administration | 13. Stalking Awareness and Response |
| 6. Protocols | 14. Training |
| 7. Resources | |
| 8. Responding to Complexity of Diverse Community Needs | |

Summary of Justice & Courage Progress

170 Recommendations*



- Completed (71%)
- Substantial Progress (10%)
- In Progress (7%)
- Incomplete (12%)

* Does not include 10 tabulated recommendations

Highlights 1: Protocol Development

- All criminal justice agencies now have protocols for:
 - stalking cases;
 - domestic violence cases;
 - working with limited-English proficient victims.
- DEM created new 911 codes for domestic violence and stalking;
- DEM developed a script for 911 dispatchers to use in cases of domestic violence;
- Improved domestic violence policies at Housing Authority.

Highlights 2: Batterer Accountability

- Better tracking of domestic violence offenders on probation;
- Better oversight of batterer's intervention programs in the jails and in the community;
- Domestic Violence Bench book for criminal judges.

Highlights 3: Training

- Trained 435 criminal justice personnel in award winning "Domestic Violence Response Cross-Training Institute" (2007-2008);
- Trained 112 first responders to d.v. in Cantonese and Spanish in "Bridges to Freedom" (2010);
- Police training video on best practices for responding to LEP victims (2014);
- Trained domestic violence community advocates on criminal justice system;
- Trained Housing Authority Staff in domestic violence (2014)

Highlights 4: Improved Victim Safety

- Sheriff's Department implemented VINE Program to notify victims when offender is released;
- Family Court instituted policy to hold respondents for 15 minutes in restraining order cases so victims can exit safely;
- Increased funding for community based domestic violence services (almost 50% increase in last 2 years);
- Specialized services for LEP survivors & LGBTQ survivors in community and at District Attorney's office.

Next Steps – We Are Not Done

- Unfinished recommendations
 - 29 recommendations were in progress/ substantial progress
 - 20 were incomplete.
- Remaining Gaps:
 - Lack of formal, written protocols
 - Institutionalized training across criminal justice agencies
 - Services for victims and survivors that are differently abled / homeless/ substance using/ sex workers
 - Processes for monitoring/evaluating progress
- Subcommittee of the Family Violence Council will address these concerns and continue this work.

We can be proud...

- 12 years of hard work.
- 121 recommendations completed.
- 44 months without a domestic violence homicide between June 2010 and January 2014
 - Nationally, domestic violence still the cause of 40% of femicides

Thank you!

- | | |
|--|--|
| <ul style="list-style-type: none"> • Justice and Courage Oversight Panel members <ul style="list-style-type: none"> ◦ Beverly Upton & Ken Theisen ◦ Dorka Keehn ◦ Kathy Black, Antonio Ramirez, Emily Murase, Dion Roberts • Adult Probation Department – Tina Gilbert & Sunny Schwartz • Community-Based Organizations • Department of Emergency Management – Lisa Hoffman • District Attorney's Office – Maria Bee, Liz Tarchi, & Molly Braun | <ul style="list-style-type: none"> • Family and Criminal Division Courts – Michael Yuen and Lisa Lightman • Human Services Agency – Sylvia Deporto • Sheriff's Department – Delia Ginorio & Alissa Riker • Medical Examiner's Office – Christopher Wirowck • Police Department – Capt. Joseph McFadden & Lt. Trenia Wearing |
|--|--|

Extra Special Thanks To...

Grace Fisher
Policy Intern
Extraordinaire
Author of the
Final Evaluation

2002-2014

Final Evaluation of the Justice and Courage Oversight Panel



Department on the Status of Women

City and County of San Francisco

By Grace Fisher

July 23, 2014

BLANK

"What happened to my daughter was a personal tragedy for our entire family. The System failed her. My daughter asked for protection and did not get it. My hope is that lessons can be learned and policies implemented that will prevent other people from enduring what happened to my daughter and my family."

Clara Tempongko, Mother of Claire Joyce Tempongko

This final evaluation is dedicated to Claire Joyce Tempongko and the innumerable victims of domestic violence: the survivors, partners, mothers, fathers, aunts, uncles, cousins, children, and friends who have lost loved ones to domestic violence.

In this report, we honor the fortitude of domestic violence survivors and envision an end to violence.



Mission Statement

The mission of the San Francisco Commission and Department on the Status of Women is to ensure the equal treatment of women and girls in San Francisco and foster their socioeconomic, political, and educational advancement through policies, legislation, and programs, focusing on women and girls in need.

Commission on the Status of Women Members

Nancy Kirshner-Rodriguez

President

Andrea Shorter

Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

Department on the Status of Women Staff

Emily M Murase, PhD, Executive Director

Andrea Evans, Policy Analyst

Minouche Kandel, Esq., Director of Women's Policy

Elizabeth Laferriere, Legislative Director

Stephanie Nguyen, Fiscal & Policy Analyst

Carol Sacco, Associate Director

Iris Wong, Executive Management Assistant

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Letter from Mayor Edwin M. Lee



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

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President

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Vice President

AMY ACKERMAN
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MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

Letter from President Nancy Kirshner-Rodriguez

The Commission and Department on the Status of Women are dedicated to preventing violence against women and girls in San Francisco. The focus of the Justice and Courage Project has been to create a seamless, system-wide response to domestic violence cases in San Francisco. The work required the collaboration of the numerous city departments and community agencies engaged in responding to domestic violence: Adult Probation Department, Child Protective Services, Criminal and Family Courts, Department of Emergency Management, District Attorney's Office, Medical Examiner, Police Department, Sheriff's Department, and numerous community agencies. I thank these partners for their active participation and tireless efforts to address the gaps in San Francisco's response to domestic violence as identified in the three preceding Justice and Courage reports. Through their efforts, collaboration and communication across the City has improved dramatically, resulting in new protocols, trainings, programs, data collection, policies, and materials for victims and perpetrators that enable San Francisco to better serve its residents. The critical advancements in the criminal justice system are a direct result of their collaboration and commitment to end domestic violence. I also want to thank my Commission colleagues, predecessors on the Commission, and Department staff who maintained a focus on domestic violence as a policy priority. This leadership has been essential to the Justice & Courage Project.

A handwritten signature in black ink, reading "Nancy Kirshner-Rodriguez".

Letter from Executive Director Emily M. Murase, PhD

We began the 21st century with the shocking murder of Claire Joyce Tempongko by her ex-boyfriend Tari Ramirez in front of her two young children. The case was hauntingly similar to the 1990 murder of Veena Charan by her estranged husband that launched the Commission's landmark Charan investigation and led to numerous policy changes in San Francisco's response to domestic violence. The Tempongko case was a wake-up call that, despite the gains of the previous decade, San Francisco's response to domestic violence still needed significant improvement. This final report documents the 121 recommendations that have been completed since the original 2002 *Justice & Courage Report*. But there are 49 recommendations in progress. We have much work still to do. Our work so far would not have been possible without the guidance of the Oversight Panel, with members from both the City and community organizations who created a meaningful partnership between the public and private sectors. I commend these leaders for championing this important cause and steering the Oversight Panel. Finally, I would like to acknowledge the fortitude of Claire's mother Clara and her family. Sparked by their advocacy in a time of tragedy, the work of the Justice and Courage Project contributed to a record-breaking 44 months without a single domestic violence related homicide in San Francisco (June 2010 to January 2014). We know how to eliminate domestic violence homicides. Read on to learn how.

A handwritten signature in black ink, reading "Emily M. Murase".

Letter from Dorka Keehn, Founding Chair, Justice & Courage Oversight Panel

Almost fourteen years have passed since Claire Joyce Tempongko's brutal murder by her ex-boyfriend, Tari Ramirez, took place in front of her two young children in October 2000. It was a painful reminder of the 1990 murder of Veena Charan by her estranged husband. After both of these unnecessary deaths, the Commission and Department on the Status of Women conducted investigations of their cases and issued its recommendations for improving the City's response to domestic violence. The first instigated San Francisco's first coordinated intervention system, the latter a review of this system to identify gaps in services.

I had the honor and responsibility to be the chair of both the 2000-2002 Claire Joyce Tempongko's investigative committee and from 2002 to 2010 the Justice and Courage Oversight Panel, which was created to insure a seamless criminal justice response to domestic violence and to oversee the implementation of the 100 recommendations included in the initial 2002 report *Justice & Courage: A Blueprint for San Francisco's Response to Domestic Violence*. It is heartening to read in this *2014 Final Evaluation of the Justice and Courage Oversight Panel* of the achievements of the Panel in collaboration with city departments and community organizations.

There is much to celebrate. Claire's case and the tireless work of those connected to the Oversight Panel prompted reforms across all branches of the criminal justice system, as well as expanded the City's scope of services around domestic violence. This is seen for example in 911 dispatchers answering of domestic violence calls, police officers response to them, and the courts handling of resulting cases. Issues such as risk assessment, stalking awareness, and housing in relation to domestic violence have also been brought to the forefront.

While San Francisco is now seen as national model in handling domestic violence cases, there is still more effort required. Mayor Lee extols San Francisco as the innovation capital of the world, yet the Justice Tracking Information System (JUS.T.I.S.), the city-wide system that would allow all criminal justice agencies to easily communicate and share data, is still not operational after it was initiated almost twenty years ago. This data is key to understanding the extent of domestic violence, and how best to respond. Development of written protocols and trainings on handling domestic violence cases also remain inconsistent across departments.

We must stay vigilant and continue this critical work through the San Francisco Family Violence Council, completing all of the recommendations of both the initial and ensuing Justice & Courage reports, while identifying and addressing new needs and gaps in services for the City's diverse population. This requires the will of the City's leadership and funding to complete. From June 2010 to January 2014, San Francisco went an historic 44 months without a domestic violence homicide. Let's keep working to make sure there is never another domestic violence death in our city.

My gratitude goes to the many people who have worked and continue to work on eradicating domestic violence in our city, and to Clara, Claire's mother, for her unflagging advocacy.



Dorka Keehn

Chair, Justice and Courage Oversight Panel, 2002-2010
Commissioner, Commission on the Status of Women, 1999-2010

Reflections from Justice & Courage Oversight Panel Members Kenneth Theisen, Beverly Upton, & Antonio Ramirez

Alisa R. Gullotta
Executive Director



BAY AREA LEGAL AID

WORKING TOGETHER FOR JUSTICE

I have been honored to sit on the Justice and Courage Oversight Panel since the inception of the committee as a representative of Bay Area Legal Aid. Part of the philosophy of the panel was **not** to find people to blame when domestic violence occurred, but rather to discover what happened and why, and to fix the system so that it would not occur again. As a result, we have remedied many of the systemic problems we have discovered.

I have worked with many dedicated professionals on the panel and the various subcommittees. I thank them all for their excellent work. I would also like to thank all the wonderful staff from the Department on the Status of Women and the Commissioners from the Commission on the Status of Women for their support and dedication to preventing domestic violence. Without all of these persons' work we could not have accomplished all that we have done to date.

I would also like to thank all the members of the various departments and courts that have put time and effort into implementing the recommendations of Justice and Courage. We have worked with dozens, if not hundreds, of people from law enforcement, the courts, emergency services, etc. and they have spent thousands of hours assisting the panel. We have had the support of mayors, supervisors, department heads and other city leaders over the last dozen plus years.

Because of the work of all the aforementioned, San Francisco is now a safer place for survivors of domestic violence than it was at the time of the death of Claire Joyce Tempongko. We have accomplished a lot. But we cannot afford to rest on our laurels. Much still needs to be accomplished. While it may not be possible to prevent all domestic violence, that should be our aspiration. At the very least we need to create a city wide system that does not tolerate any domestic violence and does not tolerate the ignoring of domestic violence by any city employee.

Claire Joyce Tempongko's death was a tragedy in so many ways. It could have been prevented. Let us hope that what we learned from her death will help prevent domestic violence for the generations that follow.

Kenneth J. Theisen
Bay Area Legal Aid



June, 2014

Dear Justice & Courage Oversight Panel Members and Friends,

I will never forget the day in October 2000, when an emergency operator interrupted a phone conversation to put through the call that informed me that Claire Joyce Tempongko had been killed.

While shocked, I was not completely surprised. I had met Claire Joyce a week earlier. Several of us in the community were there and we were very concerned about her. We stayed with her to talk about how she might keep herself safe. Even though Tari Ramirez was incarcerated at the time, she knew he would get out and she knew that she was in danger. We hadn't heard from her for several days and now she was dead. Killed in front of her two small children. Her family would never be the same and neither would San Francisco.

The City launched an unprecedented investigation and issued the "Justice & Courage" report. This report was not to be filed away to gather dust. This report was to serve as our road map toward our goal of reducing domestic violence-related homicides and creating a safer community. The report and the years of ensuring work did that and so much more.

This work became an opportunity for dialogue, collaboration and community-building. Courageous advocates, law enforcement and San Francisco's leadership came together, not in crisis but in an effort to understand each other, make change and heal.

I believe the work of Justice & Courage to be one of the most life-saving initiatives in the United States. It has been an honor to participate from the beginning and see the progress and the healing.

That said, our work is not complete. Keeping San Francisco a safer city will require all of us to maintain and expand our commitment every day. I know we're up to the challenge.

Yours with my deepest respect and gratitude,

Beverly Upton

Executive Director

San Francisco Domestic Violence Consortium

Asian Pacific Islander Legal Outreach • APA Family Support Services • Asian Women's Shelter • Bay Area Legal Aid • Cooperative Restraining Order Clinic • Donaldina Cameron House • Futures Without Violence • Glide's Women's Center • Jewish Family and Children's Services • Justice and Diversity Center (Formerly VLSP) • Manalife Violence Prevention Programs • P.O.C.O.V.I. • Riley Center of St. Vincent de Paul • Shalom Bayit • Survivor Restoration Program of the Sheriff's Dept. • VIP Health Services • Victim Services Division of the DA's Office • W.O.M.A.N., Inc.

100 Montgomery St., The Presidio, San Francisco, CA 94129

San Francisco Department on the Status of Women | vii
Phone: 415-626-8709



Dear colleagues and friends:

June 2014

I write this as I sit in a POCovi class and it is a powerful reminder of what the Justice and Courage panel has been. I got a letter a few weeks ago from someone who took classes in English in the early 90s and he killed his partner. He has been in prison for 20 years and he recognizes that he did not want to hear what the program proposed to him to change. I have to share that I feel anxiety reading the paper every morning wondering if I will find another murder of a woman and the possibility that it might be by a man in our program. I feel fear and frustration of violence that seems so pervasive. The murder of Claire Joyce Tempongko was a new reminder that something needed to change.

I would say that both a lot has changed and very little has changed. What changed is the work and commitment of the Justice and Courage Oversight Panel members and all the work we accomplished. It has been inspiring to recognize that the work that community agencies had done was paying off by having institutions change their understanding and especially willingness to prevent and intervene with perpetrators of violence and to support survivors of that violence. The work became inspiring, vibrant and alive with reflections and collaborations between community agencies, law enforcement and the city's leadership with serious commitment to reflect and to act to eradicate violence towards women.

What has not changed is that we are still learning and the work of ending violence is still very far. I am still afraid of working with perpetrators of violence because there is much work still ahead. My work will continue because our collaboration is strong and I see that we are making a difference. I will continue with my colleagues creating a safe world for women, children and men. We all deserve it.

It was an honor to participate in the Justice and Courage Oversight Panel and all its members.

Sincerely,

Antonio Ramirez, Psy.D., POCovi Director

Acknowledgements

The Commission and Department on the Status of Women wish to thank Mayor Edwin Lee and his predecessors, Mayors Gavin Newsom and Willie Brown, for their commitment and leadership ensuring that the city works to protect domestic violence survivors and their children through a coordinated response system.

We thank the many contributors to the 2002 *Justice & Courage: A Blueprint for San Francisco's Response to Domestic Violence*, 2007 *Safety for All: Identifying and Closing the Gaps in San Francisco's Domestic Violence Criminal Justice Response*, and 2010 *Courage to Change: Final Report of the Domestic Violence Safety and Accountability Audit Implementation Committee*. The Review Panel donated countless hours toward the completion of the original *Justice & Courage Report*, establishing accountability for effective domestic violence intervention systems and creating cutting edge programs and services in San Francisco. Similarly, the Audit Team dedicated their time and expertise to the 2007 *Safety for All: Identifying and Closing the Gaps in San Francisco's Domestic Violence Criminal Justice Response*, clarifying the additional gaps and priorities for creating a seamless domestic violence response system. The Audit Implementation Team conducted an essential analysis of the Oversight Panel's work to fulfill the audit's recommendations in the 2010 *Courage to Change: Final Report of the Domestic Violence Safety and Accountability Audit Implementation Committee*.

We thank the City Attorney's Office, particularly former City Attorney Louise Renne for being responsive to the Department on the Status of Women and agreeing to conduct the original investigation. She demonstrated courage and leadership by assigning staff to the investigation that exposed shortcomings in the City's response to domestic violence.

A very special thanks goes to Amy Ackerman, former Deputy City Attorney and current Commissioner on the Status of Women, and to Blanche Blachman, Senior Investigator for the City Attorney's Office. While at the City Attorney's office, Ms. Ackerman gave many hours of her time to provide an investigative report that was factual, concise, and well written despite the number of challenges presented in organizing an investigation of this scope and depth. Ms. Ackerman's hard work and leadership in this effort is truly appreciated. Ms. Blachman reviewed hundreds of documents and interviewed many representatives of city departments, law enforcement, and community-based organizations in order to piece together the puzzle of the events that led to the murder of Claire Joyce Tempongko. We acknowledge the difficult task that Ms. Blachman took on in trying to portray an accurate picture of the city's response to Ms. Tempongko and her family and how this tragedy came to be. Ms. Ackerman's and Ms. Blachman's work and efforts form the heart of this report, laying a foundation for all of us to be held accountable for ensuring the safety and well-being of domestic violence survivors in our community.

We appreciate Susan Leal, San Francisco Treasurer until 2004, for her recognition of the impact domestic violence has on the city and for her work to increase the reward for information on Tari Ramirez from \$10,000 to \$25,000. Additionally, her support of the investigation and the implementation of the recommendations have been critical to this process.

We applaud the courage of Clara Tempongko and her family who took a very tragic personal loss and became an active living voice for victims and their families. Ms. Tempongko's participation in forming the Justice for Claire Joyce Tempongko Campaign helped raise awareness of the devastation domestic violence leaves in its wake and has had a significant impact in San Francisco. Ms. Tempongko calls us all to action, motivating many people in the community and the government to work together with a

common goal and vision. We thank Future's Without Violence, formerly the Family Violence Prevention Fund, for its model approaches, programs and work on a national, state, and local level to end domestic violence and for helping the Tempongko family through this tragedy to advocacy.

The leadership, vision, and participation of many agencies and individuals in the City and County of San Francisco contributed to the overall success of the Justice and Courage Oversight Panel. The support and cooperation of key public safety and community-based advocacy agencies made this work possible. In particular, we applaud the courage of agencies to open themselves up to scrutiny and improvement.

Additionally, we are grateful for the powerful contributions of Ken Theisen and Beverly Upton, both of whom were members of the Justice and Courage Oversight Panel through its twelve-year tenure. Likewise, Kathy Black, Dorka Keehn, Dr. Emily Murase, Antonio Ramirez, and Dion Roberts each participated as Oversight Panel members for over five years. The dedication and efforts of these leaders were essential to the success of Justice and Courage.

We thank the Commission on the Status of Women members for their support and leadership in bringing the truth to light on behalf of those who no longer can speak for themselves. We also appreciate Fiona Ma, former member of the San Francisco Board of Supervisors, for her leadership on the Justice and Courage Oversight Panel. Dorka Keehn, Chair of the Review Panel from 2002-2010, deserves a special thank you for her leadership in ensuring that community involvement and input were central to this process.

Finally, we would like to express our deepest appreciation for the Department on the Status of Women staff whose team spirit resulted in this report. We give a very special thanks to Policy Fellow Grace Fisher for her hard work and dedication in writing this report, which was overseen by Minouche Kandel. Grace combed through twelve years of archives to assemble this thorough, comprehensive evaluation of every recommendation to emerge from Justice and Courage. Grace's attention to detail and her commitment to accurately recording the history of this endeavor shine through the pages of this report.

Executive Summary

In 2000, when Claire Joyce Tempongko was murdered, domestic violence was the leading cause of female homicides in San Francisco. Two years later, the San Francisco Commission and Department on the Status of Women established the Justice and Courage Oversight Panel ("Oversight Panel"). The involvement of the Commission and Department on the Status of Women in addressing domestic violence stems from its commitment to CEDAW, the United Nations Convention on the Elimination of All forms of Discrimination. In 1998, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of CEDAW, the United Nations Convention on the Elimination of All forms of Discrimination Against Women.¹ The local implementation of CEDAW furthers the human rights of women and girls in San Francisco, protecting their rights to an adequate standard of living, education, bodily integrity, and health.

In keeping with CEDAW's principles, to augment San Francisco's efforts to prevent further domestic violence homicides, the Oversight Panel sought to create a seamless criminal justice response to domestic violence. It issued an initial report in 2002 entitled *Justice & Courage: a Blueprint for San Francisco's Response to Domestic Violence* ("*Justice and Courage Report*"), which contained 100 recommendations for improving criminal justice agencies' and community-based organizations' response to domestic violence.² The Oversight Panel worked tirelessly to address gaps in the criminal justice system over the next 12 years, with representatives from city departments and numerous community organizations, creating subcommittees on certain issues that required more focused attention.

To fulfill its mandate, the Oversight Panel put together an Audit Team in 2006 to evaluate progress on the recommendations. The Team comprised members from the Adult Probation Department, Office of the District Attorney, Police Department, Sheriff's Department, Department of Emergency Management (911), Department on the Status of Women, community-based organizations and anti-domestic violence service providers, and the public. In 2007, a Domestic Violence Safety and Accountability Audit Report was issued, *Safety for All: Identifying and Closing the Gaps in San Francisco's Domestic Violence Criminal Justice Response* ("*Safety for All Audit*"). This report utilized interviews and observations made by the Audit Team as well as analysis of relevant policies and procedures, case studies, and focus groups to identify and recommend strategies for closing the gaps in San Francisco's domestic violence response. The *Safety for All Audit* also made 68 recommendations for further improving the criminal justice response to domestic violence.

Additionally, the Oversight Panel developed a strategic plan in 2008, updated in 2010, detailing goals and objectives for the Oversight Panel and the action steps it would take to address them. This included identifying emerging areas of concern and gaps in the system-wide response to domestic violence, such as safe housing for survivors of domestic violence and improved batterer intervention programs. The *Justice and Courage Strategic Plan* ("*Strategic Plan*") further emphasized the importance of implementing the recommendations of the *Safety for All Audit*.

¹ CEDAW was signed by President Jimmy Carter in 1979, but has never been ratified by the U.S. Congress. Meanwhile 186 out of 193 UN member states have signed onto CEDAW. The U.S. remains the only industrialized country to have yet to join the Convention.

² All Justice and Courage reports are available on the Department on the Status of Women's website at: <http://sf.gov.org/dosw/violence-against-women-2>.

Then Mayor Gavin Newsom supported this goal by issuing an Executive Directive requiring City departments to work collaboratively with the Oversight Panel to implement the *Safety for All Audit's* recommendations. To facilitate this process, the Oversight Panel created the Audit Implementation Committee to work with criminal justice departments and community providers to develop innovative solutions for the gaps identified in the *Safety for All Audit*. Consequently, a third report was issued in 2010, *Courage to Change: Final Report of the Domestic Violence Safety and Accountability Audit Implementation Committee* ("*Courage to Change Report*"). The *Courage to Change Report* outlined the individual and collaborative efforts of the criminal justice departments, and the initiatives undertaken to improve the systemic response to domestic violence. Of the 68 recommendations from the *Safety for All Audit*, 30 had been completed at that time and many more were underway. The *Courage to Change Report* addressed and prioritized the remaining recommendations, suggesting future action steps.

These reports illustrate the comprehensive achievements of the Oversight Panel and its subcommittees. To ensure that these efforts are not lost, this final evaluation consolidates into one document the recommendations from the 2002 *Justice & Courage: A Blueprint for San Francisco's Response to Domestic Violence*, 2007 *Safety for All: Identifying and Closing the Gaps in San Francisco's Domestic Violence Criminal Justice Response*, 2008/2010 *Justice and Courage Strategic Plan*, and 2010 *Courage to Change: Final Report of the Domestic Violence Safety and Accountability Audit Implementation Committee*. The implementation and status of each recommendation will be reviewed.

This final evaluation will summarize the Justice and Courage Oversight Panel's efforts from each report. Recommendations broadly fit into the following 14 categories:

1. Batterer Accountability
2. Data Collection
3. Interdepartmental Communication and Coordination
4. Judicial Participation
5. Oversight and Administration
6. Protocols
7. Resources
8. Responding to Complexity of Diverse Community Needs
9. Risk Assessment
10. Safe Housing for Domestic Violence Survivors
11. Safety Audit Implementation and Replication
12. Services for Limited English Proficient Victims and Survivors
13. Stalking Awareness and Response
14. Training.

Of the 170 recommendations to issue from Justice and Courage (excluding 10 tabled ones), 121 have been completed. There has been substantial progress on another 17 recommendation, while 12 are in progress and 20 are incomplete. Recommendations that could be implemented by one department alone were generally completed. Those that required interagency cooperation were more likely to remain unfinished. Going forward, work remains in the areas of: (1) protocol development; (2) training; (3) support for community based organizations; and (4) monitoring/evaluation.

San Francisco has had the courage to examine and analyze what works and what does not, as well as the fortitude to change in order to seek justice for the City's most vulnerable populations. The Justice and

Courage Oversight Panel submits this report as its legacy for the City and County of San Francisco and beyond. While the majority of the recommendations have been completed, this work is still ongoing. The valuable lessons learned and the practices developed since 2002 should be available for use by criminal justice systems everywhere to better protect victims and hold batterers accountable. San Francisco can be proud of its accomplishments. At the time of Claire Joyce Tempongko's death, roughly 40% of the female homicides in San Francisco were linked to domestic violence. This is still the case statewide³ and nationally.⁴

From June 2010 to January 2014, the City experienced an unprecedented 44 months without a domestic violence homicide. This achievement emanates from the changes implemented by the Justice and Courage Oversight Panel. However, the most recent domestic violence homicide that occurred in January 2014 illustrates that there is still work to do. Data from the Family Violence Council's 2012 & 2013 *Annual Report* indicates that in fiscal year 2012-2013 there were 7,979 domestic violence related calls to 911, 4,031 domestic violence cases assessed by the Police Department, and 24,461 domestic violence crisis line calls.⁵ San Francisco recognizes that any domestic violence-related call has the potential to become a domestic violence homicide and has been working under CEDAW to prevent this possibility.

Recommendations

Batterer Accountability

San Francisco has made impressive strides in its tracking of domestic violence offenders in the criminal justice system. The *Safety for All Audit* and the *Strategic Plan* both recognized improving batterer accountability as an important priority for the Justice and Courage Oversight Panel. The Audit in particular highlighted the danger to victims when defendants repeatedly re-enroll in batterer intervention programs without any other significant consequence, despite various probation violations. Combined with a lack of clear communication and protocols between intervening agencies, the audit reported that the system's failure to hold batterers accountable compromises victim safety. The *Strategic Plan* urged participation with the Adult Probation Department, the Judiciary, and batterer intervention programs to improve accountability and oversight mechanisms.

Consequently, a Batterer Accountability Committee convened in 2008 to address these issues. It focused on the importance of evaluating batterer intervention programs and facilitating methods to increase communication and transparency. The Adult Probation Department has made impressive strides to improve batterer accountability. Along with significant revision to its protocols, the Adult Probation Department now conducts regular, unannounced site visits with each of San Francisco's certified batterer intervention programs. Adult Probation Department supervisors maintain detailed records of

³ California Department of Justice, *California Homicide Statistics for 2011*, by Kamala D. Harris, Sacramento, CA, 2011, <http://oag.ca.gov/sites/all/files/agweb/pdfs/cisc/publications/homicide/hm11/hm11.pdf> (accessed April 20, 2014).

⁴ U.S. Department of Justice, *Homicide Trends in the United States: 1980-2008*, by Alexia Cooper and Erica L. Smith, 2011.

⁵ San Francisco Department on the Status of Women, *Comprehensive Report on Family Violence in San Francisco 2012 & 2013*, by Kristin Snell, San Francisco, CA, 2014.

these visits, allowing batterer intervention programs a 14-day grace period to address any problem observed during these visits. The Adult Probation Department also holds bi-monthly trainings and information meetings for batterer intervention program providers. Moreover, the Adult Probation Department appointed a batterer intervention program review team in fiscal year 2012-2013. This team consisted of the Executive Director of the Domestic Violence Consortium and staff of the Adult Probation Department. This team audited each batterer intervention program, provided recommendations for the certification process and training that is responsive to victims, and reviewed all batterer intervention program forms to ensure adherence to state law and the Adult Probation Department's standards. The Adult Probation Department has been very responsive to the audit and is currently working to fill the gaps it identified, such as the lack of batterer intervention programs provided in Cantonese or specific to the needs of lesbian, gay, bisexual, transgender, or queer/questioning (LGBTQ) clients. The Domestic Violence Consortium also conducted a training for batterer intervention programs and Adult Probation Department officers led by community-based attorneys and advocates in October of 2013. Adult Probation Department's involvement of the community in its audit and trainings demonstrates the kind of collaboration between government and community that is one of the recurring themes of the Justice and Courage reports. There are plans to conduct a similar training in October 2014.

Furthermore, the Adult Probation Department has facilitated more immediate intervention and follow-up with probationers. The Adult Probation Department now informs a batterer intervention program when a probationer is referred, and the batterer intervention program must notify the Adult Probation Department within 24 hours if the probationer does not attend the program on the assigned date. To better serve all stakeholders, the progress reports for each probationer have been updated through a collaborative process with input from the Public Defender's Office, batterer intervention programs, judges, the District Attorney's Office, and community-based organizations. To clarify whether a probationer met pre-determined goals, the progress report now requires the batterer intervention programs' comments on the status of each probationer, a progress report form, and a program completion report form. This improved process fosters more accurate assessment of a probationer's progress and promotes completion of the 52-week program.

The Adult Probation Department has also streamlined and revised their system for electronic records of probationers. The Adult Probation Department developed a spreadsheet of all probationers assigned to the Domestic Violence Unit who have a warrant out for their arrest and regularly updates this information for the Fugitive Recovery Enforcement Team in the Police Department within 24 hours of any bench warrant notification. The Adult Probation Department also maintains monthly records of the number of probationers sent to batterer intervention programs, for trend analysis and training. Additionally, Adult Probation created and fully implemented a domestic violence field protocol to provide guidelines for officer safety when checking on probationers in the community. None of these protocols were in place in 2000, when Claire Joyce Tempongko was murdered by her ex-boyfriend Tari Ramirez while he was on probation.

In addition to the significant innovations the Adult Probation Department has implemented since 2002, the Courts have worked to improve batterer accountability. The *Safety for All Audit* recommended that the Courts create a local domestic violence bench book to provide new judges with a better understanding of the protocols and dynamics involved in domestic violence cases. In 2009, San Francisco County Superior Court Judges Mary Morgan and Cynthia Lee produced and distributed this bench book to all bench officers. The Audit also recommended that every judge hearing domestic violence cases should receive training about domestic violence protocols and dynamics. The *Courage to Change Report*

found that while all new Family Court judges attend a general training that includes information about domestic violence, in Criminal Court, there is only an informal understanding that new judges assigned to the Domestic Violence Court will either have extensive experience working on domestic violence cases through serving in Family Court, or take the necessary training. In 2013, Presiding Judge Cynthia Lee required every superior court judge in San Francisco to attend a domestic violence training focused on lethality assessment.

The Sheriff's Department is also working to improve batterer accountability for the programs it runs in the jails. Currently, the Sheriff's Department is in the process of developing performance metrics for evaluating each of its in-custody treatment programs. The Resolve to Stop the Violence Project (RSVP), a batterer intervention program conducted by the Sheriff's Department, is also creating an evaluation tool for its in-custody participants. RSVP involves a restorative practices approach for the survivor, offender, and community. The evaluation will better inform the Sheriff's Department's comprehensive response to domestic violence in San Francisco. Cumulatively, these important steps towards improving batterer accountability have had a profound effect on enhancing victim safety.

Data Collection

While a city-wide system that allows all criminal justice agencies to easily communicate is still not operational, systematic tracking of aggregate domestic violence data occurs regularly through the annual Family Violence Council reports. In order to ensure interdepartmental access to current, accurate, and complete information on domestic violence and criminal cases, the 2002 *Justice and Courage Report* established data collection as a high priority. This data is essential for understanding the scope and prevalence of domestic violence in San Francisco and addressing gaps in the criminal justice system.

To address this issue, the Oversight Panel created a committee that convened from 2002-2004. One of the main contributions of the Data Collection Committee was endorsing the City-wide adoption of the Justice Tracking Information System (JUS.T.I.S.), designed to link the City's public safety departments to a single computer network. The committee conducted a survey of the data each criminal justice agency collects and created a domestic violence module for JUS.T.I.S. Since then, a group of representatives from city departments and law enforcement agencies have been meeting to implement JUS.T.I.S. As of 2009, the Sheriff's Department has been able to conduct single entry bookings. Most recently, the District Attorney's Office is now piloting the electronic transmission of subpoenas, using an updated notification system to alert other law enforcement agencies of changes in a perpetrator's status, and sharing more information electronically than ever before. The Police Department has completed a Crime Data Warehouse that has facilitated digital data exchanges. The Department on the Status of Women is expecting to be able to generate data reports on the incidence of domestic and family violence through JUS.T.I.S. by September 2014. The *Strategic Plan* reiterated the importance of implementing JUS.T.I.S. at all levels of government and within the community. However, the City is still working towards this goal.

Additionally, the *Justice and Courage Report* highlighted the importance of collecting data to facilitate analysis and evaluation of the criminal justice system's effectiveness. The Adult Probation Department, Police Department, Department of Emergency Management, Criminal Division Court, the Medical Examiner, and Family Division Court all reviewed their data collection procedures with the help of the Data Collection Committee members. Since 2009, data from each city department that relates to domestic violence cases has been compiled in the annual reports of the San Francisco Family Violence

Council, which includes members from community organizations and government agencies that are also represented on the Justice and Courage committees and is staffed by the Department on the Status of Women.⁶ Each report provides statistics on where and how survivors of domestic violence, child abuse, and elder abuse seek help and how perpetrators of violence are held accountable and monitored, serving as an important tool for policy-makers, agencies serving victims and perpetrators, and community advocates throughout the City. The report encompasses data on:

- Calls to 911 and Child Protective Services;
- Cases received and investigated by the San Francisco Police Department;
- Child Assault, Domestic Violence, and Elder Abuse cases handled by the Office of the District Attorney;
- Domestic Violence related homicides;
- Victims of family violence who received advocacy and support from the Office of the District Attorney Victim Services Division;
- Caseload data of the Adult Probation Department's Domestic Violence Unit;
- Domestic Violence restraining order requests and dispositions from Family Court;
- Elder Abuse restraining order requests and dispositions from Probate Court;
- Child abuse allegation and substantiation data from Family and Children's Services;
- Elder and dependent adult abuse and neglect data from Adult Protective Services;
- Data on individuals receiving family violence-related services from certain programs of the Department of Public Health;
- Family Violence caseload data from the Department of Child Support Services;
- CalWORKs Domestic Violence Advocate caseload data from the Department of Human Services;
- Youth Risk Behavior Survey data from the San Francisco Unified School District;
- Child Abuse support services data from community based agencies;
- Domestic Violence support services data from community based agencies;
- Elder Abuse support services data from community based agencies.

Numerous recommendations from the original Justice and Courage report that advise City agencies to review their data collection and documentation procedures are addressed through the Family Violence Council's *Annual Report*. The *Safety for All Audit*, *Courage to Change Report*, Data Collection Committee's review of agency's processes, and the Family Violence Council *Annual Report* address the Justice and Courage recommendations for improving data collection from San Francisco's criminal justice system.

Interdepartmental Communication and Coordination

Although the Oversight Panel facilitated significant system-wide improvements in communication and coordination, these practices were not formalized into written protocols. The 2002 *Justice and Courage Report* prioritized improving interdepartmental communication about domestic violence issues to ensure efficient sharing of information about policies and procedures. In turn, this would facilitate a collaborative approach to service delivery, and foster innovative responses to problems and trends.

⁶ Family Violence Council reports are accessible on the San Francisco Department on the Status of Women website at <http://sfgov.org/dosw/violence-against-women-2>.

The Interdepartmental Communication and Coordination Committee was convened from 2003-2004 to address these recommendations. The *Justice and Courage Report* advised improving communication (1) between criminal justice agencies, (2) between criminal justice agencies and community-based organizations providing domestic violence services, and (3) between criminal justice agencies and survivors of domestic violence. First, to improve internal communication between criminal justice agencies, every department now regularly shares its staff roster. Interdepartmental communication has also been fostered by cross-training initiatives. For example, the Interdepartmental Communication and Coordination Committee, in tandem with the Resources Committee, recommended creating a city-wide Domestic Violence Training Collaborative Center, which would pool existing resources. In 2005, the Interdepartmental Communication and Coordination Committee held a Funders' Summit to develop funding strategies for Justice and Courage project implementation. As a result, the Department on the Status of Women received funding from the Blue Shield of California Foundation to support a Domestic Violence Response Cross-Training Institute for first responders. This Cross-Training institute will be described in detail in the Resources section below.

The Human Services Agency also facilitates communication with other criminal justice agencies through regular meetings. The Deputy Director of Family and Children's Services meets with the staff from Family Court, Criminal Court, and the Juvenile Probation Department every other month to share information regarding current processes, procedures, and changes within the agencies. The Human Services Agency also holds regular meetings with the executive level and management staff at the Juvenile Probation Department to improve case planning. Moreover, the Children's Advocacy Center, which opened in February of 2014, is in the process of creating a multidisciplinary advisory committee to provide oversight for its operations. This committee will meet regularly and include members from the Human Services Agency, Police Department, and District Attorney's Office.

It is also critical to ensure that criminal justice first responders are familiar with, and refer victims to, appropriate community agencies. To facilitate communication between criminal justice agencies and community-based service providers, the Department of Public Health's *Look to End Abuse Permanently* (LEAP) Program created a list of Family Violence Resources. This list is regularly updated and distributed to criminal justice agencies and the broader community in English, Spanish, and Cantonese. It is also available in hard copy and on the LEAP website. Moreover, La Casa de las Madres, a community-based organization providing comprehensive domestic violence services, conducts regular roll call trainings with police officers and the Police Academy's Advanced Officer Training and New Recruit Training.

The District Attorney's Victim Services Division has played a pivotal role in enhancing communication between criminal justice agencies and victims. Criminal justice agencies, such as the Police Department, and Adult Probation Department, immediately refer survivors to Victim Services, which helps survivors navigate the plethora of services available from community-based providers and criminal justice agencies alike. To support this process, Victim Services has developed a flow chart for survivors to illustrate how a case advances through the criminal justice system, detailing the potential outcomes a survivor might expect. The Victim Services Division has also organized trainings to demystify the criminal justice system for community service providers.

In 2013, the Sheriff's Department reconstituted the *Victim Information and Notification Everyday* (VINE) Program to facilitate communication to victims when offenders are released from jail or transferred. VINE is a free and anonymous service that notifies victims by phone or email within 30 minutes if an offender is released from custody, and within eight hours if an offender is being transferred to a different facility. This communication can be critical to victim safety. Similarly, the Adult Probation

Department's Domestic Violence Unit officers send a Victim's Guide with the Victim's Notification Letter to the victims of the probationers they supervise. The Victim's Guide includes: highlights of the Victim's Bill of Rights, domestic violence resources, answers to frequently asked questions about Stay Away Orders, and preliminary safety plan questions that a person who is abused may consider. In these ways, the Interdepartmental Communication and Coordination Committee, numerous criminal justice agencies, and community organizations have improved communication about domestic violence cases across San Francisco.

The Justice and Courage reports recommended the creation of several interdepartmental written protocols on communication regarding specific cases. While departments report that there are effective unwritten protocols in place, the creation of written protocols is unfinished business.

The Oversight Panel has also uncovered cross-county communication gaps that need to be addressed when victims live or work in one county and the abuse happens in another. For example, victims who live in San Francisco but have a domestic violence criminal case in another county are not always notified when the perpetrator is released from custody. The Domestic Violence Consortium is leading an effort to address this gap by working with the Police Department to develop a domestic violence services referral sheet for all of the counties in the Bay Area. This could be an avenue of future work.

Judicial Participation

The Oversight Panel successfully engaged judicial support for domestic violence trainings and interdepartmental communication. The Justice and Courage *Strategic Plan* underscored the importance of courts providing a consistent and comprehensive response to domestic violence. Most significantly, it promoted enhancing accountability and collaboration between the Courts and the Adult Probation Department, creating trainings for judges and commissioners on the complexities of domestic violence cases, and building a peer network in the judicial system to prioritize victim safety.

To fulfill these goals, as previously noted, the San Francisco Superior Court sponsored a mandatory training on lethality assessment in domestic violence in May of 2013. This training for judicial officers and court staff focused on risk factors for victims of domestic violence in a variety of case types. It provided insights into the practical implications of these factors for judicial decision-making, introduced the use of an optional bench card, and discussed how this information might be applied using two case scenarios. The Court should institutionalize similar trainings on a regular basis.

Courtroom safety has also been improved in domestic violence cases. The Family Court has developed a partnership with the Sheriff's Department to escort victims to and from the courtroom upon request. Family Court judges have also developed a policy in domestic violence cases of holding the respondent for 15 minutes to allow the petitioner time to leave the building safely. However, a lack of resources has prevented the creation of similar procedures in the Criminal Court.

In addition, the Criminal and Family Courts now convene quarterly Domestic Violence Justice Partner meetings to foster communication between the court judges, Adult Probation Department, Public Defender's Office, San Francisco Bar Association, Domestic Violence Consortium, District Attorney's Office, Police Department, Sheriff's Department, and other anti-domestic violence service providers. Participants identify emerging issues or review existing policies at each agency as they relate to victims of domestic violence. Judicial officers from the Family Court and Criminal Court also attend meetings of

the Family Violence Council. These trainings and meetings are an important component of the Court's efforts to fulfill the Justice and Courage recommendations to provide a comprehensive response to domestic violence in San Francisco.

Oversight and Administration

Although the Oversight Panel made several important strides towards fulfilling the vision of the *Strategic Plan*, many of the recommendations remain in progress or incomplete. The 2002 *Justice and Courage Report* created the Oversight Panel as a multi-disciplinary committee to implement its recommendations, under the auspices of the Commission and Department on the Status of Women. The *Strategic Plan* identified maintaining the Justice and Courage Oversight Panel as a forum for illuminating and responding to domestic violence and victim response issues as a critical component of the Oversight Panel's work.

The Oversight Panel excelled as a multi-disciplinary committee since its creation in 2002, meeting as often as 10 times per year over the course of 12 years. Engaging with numerous City officials and staff members system-wide, the Oversight Panel has fostered collaborations between criminal justice agencies, the private sector, non-profit organizations, and the community. The Oversight Panel has also identified emerging issues and developed collaborative responses to fill the needs of San Francisco's community. This has involved the creation of subcommittees to work on specific gaps, such as housing for domestic violence survivors, and initiating the *Safety for All Audit and Courage to Change Report* to better inform its work. The Oversight Panel's efforts have culminated in this final evaluation to inform future advancements in the criminal justice system's response to domestic violence in San Francisco.

The collaborations and relationships fostered through Justice and Courage have blossomed into a vibrant Family Violence Council, established in 2009 through local ordinance by the Board of Supervisors. The Family Violence Council, which includes representation from criminal justice agencies and public health, educational, and other social service agencies, has expanded the domestic violence focus of Justice and Courage to include child abuse and elder abuse. The oversight offered by Justice and Courage will continue through the work of the Family Violence Council, which will take on the unfinished recommendations.

Protocols

The creation of written protocols on handling domestic violence cases remains an area in partial completion. While many departments have some written protocols, certain interdepartmental protocols remain unwritten. The original *Justice and Courage Report* underscored the importance of evaluating and enhancing the existing protocols that address domestic violence across criminal justice agencies. Protocols should be reviewed internally and in an interdepartmental context to ensure that the needs of the specific department are met and that the policies support effective work in other related departments. Evaluation mechanisms were called for to ensure that the practices of the department followed the criteria for each protocol.

To fulfill this function, the Protocols Committee was created in 2003 and operated until 2006. Using the recommendations of the original report as a guideline, the committee surveyed the protocols of each department that addressed domestic violence in San Francisco. The committee prompted criminal

justice agencies to internally review their protocols and provided the interdepartmental context that the initial Justice and Courage report endorsed. By 2005, the *Safety for All Audit* reported that the Protocol Committee had finished reviewing each department's written and unwritten protocols and summarized its findings in a report. While committee meetings served as an evaluation mechanism, a formal, ongoing evaluation mechanism was not established to assess department practices.

Resources

The level of resources for domestic violence services in San Francisco has significantly increased through the guidance of the Oversight Panel. The lack of resources in the criminal justice system was identified as a major challenge in the 2002 *Justice and Courage Report*. Significantly, departments and programs with specialized units to address domestic violence were found to be understaffed. Additionally, the report pointed to the need for evaluation of domestic violence training curricula in all departments. These evaluations would be critical to ascertain the effectiveness of the trainings. According to the report, trainings should include basic overviews of domestic violence, victim sensitivity, and cultural awareness, as well as department-specific information on the role of staff in addressing domestic violence, relevant policies and protocols, and cross training on collaborative efforts by other service providers or criminal justice agencies.

The Resource Committee began examining these issues in 2003. In 2005, the committee recommended designing a cross-training to provide additional training for criminal justice practitioners, as well as a forum for workers to learn with and from one another. In 2006, the Department on the Status of Women successfully obtained a grant from the Blue Shield of California Foundation to develop a Domestic Violence Response Cross-Training Institute. The training model was innovative in that it did not just train individuals, but fostered collaboration by bringing together police officers, 911 dispatchers, probation officers, assistant district attorneys, victim advocates, deputy sheriffs and civilian staff from the Sheriff's Department, as well as their supervisors, to learn about the dynamics of domestic violence from experienced community trainers, and to learn about the intersection of their job roles with one another. This design built bridges between departments, allowing opportunities for learning, networking, and systems change. A central component of the Institute was the use of community-based service providers to conduct the trainings. Through the Institute, the Department on the Status of Women trained 437 criminal justice staff at 20 sessions over a 2-year period, including 67 from Adult Probation, 198 from the Police Department, 57 from the District Attorney's Office, 66 from 911, and 54 from the Sheriff's Department. San Francisco received a National Association of Counties Achievement Award in 2009 for this groundbreaking training model.

Unfortunately, the Institute could not secure ongoing funding. Due to the dire economic situation facing San Francisco in 2008, many of the *Safety for All Audit* recommendations related to resources were incomplete. As a result, the *Strategic Plan* emphasized the importance of assessing the level of resources available for domestic violence services. The Oversight Panel adopted the goal of ensuring that criminal justice agencies and community-based organizations have the resources to appropriately respond to domestic violence incidences as they occur, and proposed that the Resources Committee identify gaps in funding and pursue additional resources.

While the current level of resources in San Francisco for domestic violence services is not ideal, in 2013, the improved financial state of San Francisco resulted in a major increase in funding for domestic violence services. The city funding allocated to the Department on the Status of Women for violence

against women grants increased 25% from \$3,298,927 in fiscal year 2012-2013 to \$4,120,630 in fiscal year 2013-2014. The District Attorney's Office also received increased funding which enabled it to create a unified Domestic Violence Unit, consolidating the misdemeanor and felony domestic violence district attorneys and domestic violence victim witness staff in one space to facilitate a coordinated approach to serving victims. The District Attorney's Office also has an additional interview room available to provide a safe space for meeting with victims, as well as a safe waiting area for victims who are scheduled to attend Domestic Violence Court.

It is also important to note that while San Francisco may have allocated more funding to services for domestic violence victims and survivors, state and federal funding have been significantly reduced. Although the Cross-Training Institute and other safety measures represent great progress in addressing the lack of resources available for domestic violence services, there is still work to be done in this area.

Responding to Complexity of Diverse Community Needs

San Francisco has developed a network of diverse services in the past decade. The *Safety for All Audit* team found that the criminal justice system did not adequately account for the increased risk of danger for domestic violence survivors with complex identities, such as undocumented immigrants or lesbian, gay, bisexual, transgender, or queer (LGBTQ) survivors. In most cases, these complex identities widen the gap between safety and services for the victim, creating barriers to victims seeking services.

To address the gaps in services for the diverse community of San Francisco, the Department on the Status of Women now funds community-based organizations that seek to meet the needs of these groups. For example, the Asian Women's Shelter's program for LGBTQ survivors, Arab Cultural and Community Center's Women's Program, Lavender Youth Recreation and Information Center's (LYRIC) LGBTQ Young Women's Wellness program, Women in Dialogue's In Defense of Prostitute Women's Safety project, Mujeres Unidas y Activas' Sanando el Alma program, and Mission Neighborhood Center's Real Arising Issues Creating Empowered Students (RAICES) program receive funding to support the complex needs of San Francisco's diverse communities.

Criminal justice agencies and community-based organizations are similarly enhancing their services for the unique needs of certain communities in San Francisco. The District Attorney's Office has a specialized LGBT Victim Services Unit comprised of victim advocates who are experienced in serving LGBT victims of sexual assault and domestic violence. In 2013, the San Francisco Board of Supervisors passed the "Due Process for All" Ordinance, which prevents the keeping of a person in custody on an immigration hold, unless that person has a prior conviction for murder, sexual assault, trafficking, or assault with a deadly weapon.⁷ This landmark ordinance reduces the barriers to receiving services that many immigrants experience.

Community-based providers, such as Community United Against Violence (CUAV), LYRIC and El/La, have also built the City's capacity to work with LGBTQ, monolingual Spanish transgender women, and queer youth. Moreover, Bay Area Legal Aid and Asian Pacific Islander Legal Outreach have increased the

⁷ Robin Wilkey, "San Francisco Passes 'Due Process For All' Ordinance, Exempting City From ICE Immigration Hold," *The Huffington Post*, October 30, 2007, http://www.huffingtonpost.com/2013/09/27/san-francisco-due-process_n_4006424.html (accessed April 19, 2014).

community's capacity by training organizations on legal issues and challenges faced by the LGBTQ community. Along with these advancements for addressing the complex needs of San Francisco's community, the Oversight Panel's work in promoting cultural competency throughout the criminal justice system is described in the Services for Limited English Proficient Victims and Survivors section below.

Risk Assessment

The Justice and Courage recommendations on risk assessment remain partially completed. The *Safety for All Audit* reported that San Francisco's criminal justice system, from 911 to probation, did not systematically identify the factors that may make a victim more vulnerable to future harm. This information is essential for crafting an appropriate response to ensure victim safety.

With the guidance of the Audit Implementation Committee, the Department of Emergency Management adjusted their administrative practices to better incorporate risk assessment. Based on input from community providers and other criminal justice agencies, Department of Emergency Management developed a script for 911 dispatchers to use in cases of domestic violence. Since 2008, whenever a caller indicates that the perpetrator is a family member or an intimate partner, dispatchers use the script to elicit the most relevant information possible to promote victim safety and the safety of responding officers. Moreover, in partnership with the Police Department, Department of Emergency Management implemented the Premise Hazard function in the Computer Aided Dispatch (CAD) system. This function enables the Police Department to request that certain premises be flagged in the system to alert officers responding to a particular scene that there may be an increased risk to officers or others at that house due to domestic violence or stalking.

Lethality assessments have also been adopted by several criminal justice agencies to address this gap. The Adult Probation Department is currently moving towards evidence-based supervision and utilizing a domestic violence specific assessment tool for all clients. The Individual Treatment Rehabilitation Plan (ITRP) is used to address a wide range of needs identified in the assessment, including those related to substance abuse, co-occurring disorders, physical and mental health, medical issues, trauma, social service issues, immediate and long-term treatment goals, and the most appropriate treatment methods and resources to be used. The risk level identified by the assessment is the determining factor for supervision and contact standards for all cases assigned in the Domestic Violence Unit.

The District Attorney's Office administers informal risk assessments for every case to facilitate the Assistant District Attorney's argument for stay-away orders and other measures to keep the victim safe during and after the case's progression through the legal system. However, these risk assessments do not follow a written protocol. Similarly, police officers do not currently conduct a lethality assessment at the scene, which could be critical to victim safety. The Police Department does inform its on-site community advocates after an incident. These advocates reach out to the victim and, when they are able to make contact, use a danger assessment tool to measure the victim's perception of their risk. In 2013, the District Attorney's Office, Department on the Status of Women, and several community groups collaborated and received a federal grant to improve lethality assessment in San Francisco. While the Justice and Courage recommendations have fostered progress on risk assessment in several criminal justice agencies, there is still work to be done.

Safe Housing for Domestic Violence Survivors

Many of the recommendations pertaining to housing for domestic violence survivors are still in progress. The *Strategic Plan* advocated for the expansion of safe public housing options for domestic violence survivors. Gaining access to and maintaining affordable housing is essential to helping survivors of domestic violence, stalking, and/or sexual assault to escape abusive relationships and start new lives free of violence. As Justice and Courage evolved, it recognized the need to look beyond the criminal justice system to enhance San Francisco's response to domestic violence.

The Committee on Housing for Survivors of Domestic Violence was created in 2010 and is still active. Although the *Strategic Plan* identified a timeline of accomplishing expanded safe housing options for domestic violence survivors by the end of 2011, this work has proven more challenging than anticipated. One of these challenges is the high cost of living in San Francisco. Although shelter services house domestic violence survivors for a period of time, there is a distinct lack of affordable, permanent housing in the City.

The Committee has made substantial progress in its work with the San Francisco Housing Authority. This work has included reviewing, updating, and translating the Housing Authority's notices to tenants about their rights as domestic violence survivors, as well as domestic violence trainings for all Housing Authority staff in 2014. The committee also successfully proposed the funding of two community-based domestic violence advocates at the Housing Authority. For the first time, the city budget approved in 2014 included monies to meet this need. These advocates will provide counseling, advocacy, safety planning and transfer assistance to victims of domestic violence living or applying to live in San Francisco Housing Authority sites and/or funded units.

Safety Audit Implementation and Replication

The *Strategic Plan* underscored the importance of implementing the recommendations of the *Safety for All Audit* and replicating the audit process. The Audit Implementation Committee convened from 2007 through 2009 to support and review the execution of the *Safety for All Audit's* recommendations. To accomplish this, the committee surveyed each department about the status of the applicable recommendations. Their work culminated in the *Courage to Change Report*, which indicated completed and incomplete recommendations, and areas for future efforts to address. The *Strategic Plan* also charged the Oversight Panel with conducting a second audit by 2012. While a full scale second audit was not accomplished, this final evaluation serves as a conclusive assessment of the Oversight Panel's work to implement the recommendations made in each report to improve San Francisco's response to domestic violence.

Services for Limited English Proficient Victims and Survivors

San Francisco greatly expanded domestic violence services to Limited English Proficient (LEP) speakers in the decade since Justice and Courage launched. The *Safety for All Audit* and the *Strategic Plan* identified LEP services as a critical gap in San Francisco's system for responding to domestic violence. Specifically, the audit pointed to the importance of addressing practitioners' lack of in-depth cultural competence for responding to victims and their needs, as well as insufficient interpretation and translation services.

Similarly, the *Strategic Plan* charged the Oversight Panel with removing language barriers to domestic violence assistance and services to ensure that survivors have access to high quality interpretation. To accomplish this goal, it proposed partnering with the Office of Language Services (OLS).

Since the *Safety for All Audit* and *Strategic Plan*, several important steps have been taken to improve LEP services. One of the most notable accomplishments was the San Francisco Police Department's training video, rolled out in 2014, which illustrates the appropriate response to LEP victims. This video was created with input from the Office of Citizen Complaints and community-based organizations. It includes vignettes on addressing domestic violence and elder abuse when an individual has limited English proficiency, emphasizing best practices and techniques for interviewing LEP victims.

The video promotes LEP services such as bilingual officers, and the Language Line Services, which was secured with the assistance and leadership of the City Administrator's Office. Language Line Services is a highly-rated telephone-based translation service that provides translators in over 175 languages. In 2007, use of the Language Line for general interviews was written into the Police Department's protocols and widespread use was facilitated by AT&T's donation of a number of cell phones and dual-handset phones for use by criminal justice responders.⁸ This allowed police officers to receive immediate, on scene translation that does not involve unreliable methods, such as interpretation through children (now outlawed in California), the perpetrator, or bystanders. The Police Department is currently in the process of providing officers with smart phones that have translation software to enable immediate communication pending the arrival of a bilingual officer or Language Line interpreter.

While telephonic translation is an important improvement, the *Courage to Change Report* noted that translation would ideally be provided by the trained responders. The 911 dispatchers now have the ability to locate the Police Department's bilingual officers and send them to a scene if they are nearby and available. The training video and translation services are essential advancements to the criminal justice system's culturally-competent response to LEP victims of domestic violence in San Francisco.

Additionally, the Office of Civic Engagement and Immigrant Affairs (OCEIA) has advanced language access across San Francisco. Since 2009, the OCEIA has released an annual compliance summary report on San Francisco's efforts to fulfill its language access ordinance.⁹ The reports highlight key improvements and remaining gaps in services provided by city government for LEP residents. In 2010, with the leadership of the City Administrator, now Mayor Edwin Lee, San Francisco was awarded private grants from the Zellerbach Foundation and the Annie E. Casey Foundation to create a pilot language fluency training program for persons responding to domestic violence: *Bridges to Freedom*. This program offered: (1) 16-week courses in Cantonese and Spanish aimed at building language fluency among City employees and other individuals responding to cases of domestic violence, and (2) three 4-hour sessions of Cantonese or Spanish training, focusing on terminology acquisition, for City employees responding to domestic violence called "Refresher Courses." The curriculum and instruction were developed and managed under the direction of the Department on the Status of Women. By its

⁸ Jill Tregor and Jeanine Karp, "San Francisco Launches Mobile Language Interpretation Project for Domestic Violence Survivors," *The Business Wire*, October 30, 2007, <http://www.businesswire.com/news/home/20071030006624/en/San-Francisco-Launches-Mobile-Language-Interpretation-Project#.UzC7-ldWU> (accessed April 12, 2014).

⁹ Office of Civic Engagement & Immigrant Affairs, (2013) *Advancing Language Access in San Francisco: Language Access Ordinance Annual Compliance Summary Report*, San Francisco, CA, March 2013, <http://sfgsa.org/modules/showdocument.aspx?documentid=10126> (accessed June 1, 2014).

conclusion, *Bridges to Freedom* trained a total of 112 participants; 57% were employed by the City and County of San Francisco, 29% were employed by community agencies based in San Francisco, and 14% were employed outside San Francisco or from other government agencies. Due to lack of funding, *Bridges to Freedom* has not been extended beyond the pilot program. Yet it serves as another example of key improvements in the criminal justice system's response to domestic violence victims and survivors, in this case, from the LEP community.

Finally, internal protocols for responding to LEP survivors have been implemented in every criminal justice agency in San Francisco, including the Department of Emergency Management, the Police Department, the District Attorney, Adult Probation Department, the Sheriff's Department, and the Courts. In general, these protocols require staff to first seek bilingual staff members for translation support and utilize the Language Line Services as an alternative if a bilingual staff member is not available. Furthermore, in 2014, San Francisco certified Tagalog as a third language, meaning that all city communications of essential information and services must be translated into Tagalog.¹⁰ Every department has translated its mandatory forms into Spanish and Cantonese, and some departments have translated forms into other languages as well.

San Francisco has also increased funding for community agencies serving LEP communities. In 2012, the District Attorney's Office, Department on the Status of Women, Asian Women's Shelter, and La Casa De Las Madres received a federal grant to improve prosecution, financial empowerment resources, and direct services for domestic violence victims who are considered to be at high risk of lethality, because they are LEP, LGBTQ, or an immigrant. In fiscal year 2013-2014, the Department on the Status of Women also increased funding to community organizations providing civil domestic violence legal services to LEP communities. These advances in LEP services illustrate the significant impact of the Justice and Courage Oversight Panel's work in San Francisco.

However state funding has not kept pace with City funding. In the past few years, unprecedented state funding cuts to our court system pose a risk to court interpreters. While San Francisco currently provides interpreters in both civil and criminal domestic violence cases, we must remain vigilant as courts struggle to balance their budgets.

Stalking Awareness and Response

The criminal justice system in San Francisco has taken several critical steps in improving services for victims of stalking. The *Safety for All Audit* and the *Strategic Plan* both established the importance of improving San Francisco's criminal justice response to stalking. The *Safety for All Audit* highlighted the lack of police codes, training, and administrative procedures related to stalking cases. It highlighted the importance of ensuring that police reports are reviewed by persons trained in stalking, to reduce the likelihood of minimizing the potential dangerousness of stalking behaviors. The *Strategic Plan* called for the Oversight Panel's continued participation in the District Attorney's Stalking Task Force to address this gap in services.

¹⁰ "Tagalog Certified As Third Language To Be Used In SF City Services Communications," CBS, April 2, 2014, <http://sanfrancisco.cbslocal.com/2014/04/02/tagalog-certified-as-third-language-to-be-used-in-sf-city-services-communications/> (accessed May 20, 2014).

The Department of Emergency Management has made two significant improvements to San Francisco's criminal justice response to stalking. First, in 2008, Department of Emergency Management programmed two new call types into the automated system used by dispatchers. These new codes identify a call as "stalking" or "domestic violence stalking." All 911 dispatchers are trained on the use of these codes and in identifying stalking cases. This is a critical component to a system-wide response to stalking, as these codes determine to which unit a case is assigned in the Police Department and its priority level for investigation.

The Police Department has also implemented several new procedures to better address stalking in San Francisco. A roll call training for all officers about the stalking codes used by 911 dispatchers facilitated dissemination of this information throughout the force. Additionally, the Police Academy added a two-hour POST-certified stalking training to Basic Recruit Classes and the bi-annual Continuing Professional Training courses officers must complete. Furthermore, the Police Department issued a Department Bulletin on stalking, informing inspectors and officers about the issue and the prescribed response.

The District Attorney's Office acted on several recommendations of the *Safety for All Audit* to improve its response to stalking cases. The Stalking Task Force, coordinated by the Stalking Unit Assistant District Attorney, was re-started as a policy body to include participation from the criminal justice departments and community-based agencies working with domestic violence survivors. This connection with the community is vital, as the District Attorney's Office has a policy to refer victims to community-based organizations for services, even if a case cannot yet be charged. Additionally, the District Attorney's Office released a *Stalking Resource Guide* in 2009. This guide details tips on safety planning for victims, methods for documenting incidents, resources and referrals for local agencies, and information on the criminal justice system's response to stalking cases.

However, there is still a great deal of work that needs to be done to enhance stalking awareness and response. Most notably, technological advancements have facilitated and changed the nature of this crime. Yet together, the Department of Emergency Management, the Police Department, the District Attorney's office, and the Justice and Courage Oversight Panel have made vast improvements to San Francisco's awareness of and response to stalking cases.

Training

While the Oversight Panel has fostered improvements in trainings on domestic violence throughout San Francisco's criminal justice system, many of the recommendations remain partially complete as the trainings are not ongoing. The *Strategic Plan* underscored the importance of providing all members of the criminal justice system with domestic violence training that addresses emerging issues and creates opportunities for cross-system collaboration. To accomplish this goal, it endorsed conducting an audit of training practices and resources within criminal justice agencies as well as establishing stable, long-term funding for the Domestic Violence Response Cross-Training Institute.

Although the Department on the Status of Women has not secured ongoing funding for the Institute, several other cross-departmental training projects have been conducted. In 2009, the District Attorney's Office, in collaboration with the Police Department, created a four-hour training for police officers on improving evidence collection to assist with prosecution of domestic violence cases. Community-based providers also fill in the training gaps at criminal justice departments. For instance, the Mayor's Office of Housing provided funding for a community agency to train 500 police officers and other criminal justice

staff on domestic violence in later life. Community-based organizations also provide numerous trainings for criminal justice agencies throughout the year. For example, the Domestic Violence Consortium and several other organizations have hosted Laura Vandernoot Lipsky's Trauma Stewardship Institute workshops from 2010 to 2013 to reduce the burn-out and secondary trauma of staff working on domestic violence cases.

Each criminal justice agency provides training for its staff on domestic violence as well. The Department of Emergency Management staff members receive four hours of training on domestic violence in the Peace Officers and Standards Training (POST) academy. The annual schedule at Adult Probation Department also includes training on domestic violence. During the fiscal year 2013 – 2014, probation officers assigned to the Domestic Violence Unit were required to attend 8 hours of Shelter Based training, 16 hours of trauma training, and 8 hours of anti-human trafficking training. The District Attorney's Office is currently developing an in-house curriculum for a domestic violence training. Police Department officers receive 16 hours of domestic violence training at the Academy; eight hours of domestic violence training during advanced officer trainings, and inspectors assigned to the Special Victims Unit receive 40 hours of specialized domestic violence training at the time they are assigned to the unit. Clearly, Justice and Courage has facilitated several important improvements in domestic violence trainings across San Francisco.

Future Efforts

Unfinished Recommendations

The Justice and Courage Oversight Panel and the criminal justice agencies of San Francisco set a high standard for collaboration and system-wide reform. Of the 170 recommendations,¹¹ excluding the 10 tabled recommendations,¹² 121 have been completed since 2002. However, City-wide transformation is a complex and challenging process. There is still work to do. Even the completed recommendations require ongoing attention. As of June 2014, 29 recommendations were either in progress or had achieved substantial progress¹³ and 20 were incomplete. The categories below provide a roadmap for future efforts.

Protocol and Policy Development

Justice and Courage identified the following areas where a written policy or protocol would improve or solidify one or more agencies' response to domestic violence:

- Institutionalizing written protocols on interagency communication; in particular, the notification of probationers involved in new offenses, and shared data systems (JUS.T.I.S.);
- Improving access to services for people with disabilities;

¹¹ See Appendix A for complete list of recommendations

¹² See Appendix B for explanations of tabled recommendations

¹³ See Appendix C for explanation of each recommendation's progress

- Convening a local dialogue group to enhance batterer accountability;
- Strengthening policies on domestic violence in the workplace;
- Strengthening policies on children who witness domestic violence;
- Improving protocols to identify primary aggressors;
- Creating an interagency Task Force on Limited English Proficiency issues;
- Creating an integrated criminal court to handle both felony and misdemeanor domestic violence cases;
- Improved policies on victim contact;
- Instituting risk assessment tools in all criminal justice agencies;
- Developing a protocol for responding to domestic violence at subsidized housing providers.

Training

A recurring theme was the need for ongoing, specialized training. Some of the areas identified were:

- Ongoing and regularly updated training on cultural competency/underserved communities for all criminal justice agencies;
- Secondary trauma training for both community and government agency staff;
- Domestic violence training for certified interpreters;
- Training on best practices on victim contact;
- Stalking training;
- Regular, institutionalized training for judges on domestic violence;
- Securing funding for Domestic Violence Cross Training Institute.

Community-Based Organizations

Since many more domestic violence survivors reach out to community based organizations instead of the criminal justice system, these organizations play a key role in responding to domestic violence. Among the unfinished recommendations affecting community organizations identified by Justice and Courage were:

- Review communication procedures between victim services and criminal justice agencies;
- Evaluate the existing criminal justice advocacy services provided to victims by community based agencies;
- Explore shelter services for domestic violence survivors who have histories or current experiences with substance abuse or sex work;
- Ensure that stalking victims are connected with community-based advocates;
- Increase resources for community based organizations serving the diversity of survivors.

Monitoring and Evaluation

One of the major accomplishments of Justice and Courage was its evaluation of existing policies. However a formal process for regular ongoing evaluation was not established. The following recommendations address monitoring or evaluation:

- Auditing and evaluating resources and trainings;
- Evaluating implementation of domestic violence protocols;
- Instituting a complaints procedure at criminal justice agencies for survivors who felt they did not receive an adequate response to their domestic violence incident;
- Conduct a second Safety Audit;
- Evaluate the effectiveness of the batterer intervention programs;
- Better data collection by the Police Department, Adult Probation, and the Courts.

Areas for Further Research

As the Oversight Panel has worked to improve San Francisco's response to domestic violence, additional gaps in services have come to light. One of these avenues for future efforts is research into the intersectional nature of domestic violence and other issues, particularly homelessness and substance abuse. Research examining the relationship between these factors and barriers to domestic violence services would be essential to reaching survivors with multiple barriers. Similarly, technological advances in the past twelve years have created new tools for stalking and domestic violence perpetrators that have yet to be fully understood. Research could investigate the new dynamics between victims and perpetrators as well as the new challenges for law enforcement generated by this technology.

Next Steps

Although the Justice and Courage Oversight Panel is concluding its tenure, the work will continue through the San Francisco Family Violence Council. The Attorney General mandates that every county in California have a Family Violence Council, which typically focuses only on domestic violence. In 2007, San Francisco became the first county to broaden its scope to include child abuse and elder abuse along with domestic violence. Tri-chaired by three community-based experts in these different forms of family violence, the Family Violence Council has become a key body in coordinating enhanced communication and collaborative efforts among its many City and community partners. In 2009, the Council released the first *Annual Report* that provides a big-picture view of the statistics and trends related to child abuse, domestic violence, and elder abuse in San Francisco. The Family Violence Council will continue to work on the recommendations of Justice and Courage as well as newly discovered gaps.¹⁴ It will also expand the scope of the Oversight Panel by including members from the Department of Public Health and other City departments and organizations represented at the Family Violence Council. The work of Justice and Courage, for which collaboration was key, will continue in expert hands.

¹⁴ See Appendix D for table of recommendations to be addressed by the Family Violence Council

Conclusion

Since 2002, San Francisco has accomplished significant advancements in its system-wide response to domestic violence. While this work will always be an ongoing process, the Justice and Courage Oversight Panel made critical advancements in the City's response to domestic violence homicides. When Claire Joyce Tempongko was murdered by her ex-boyfriend in front of her children, San Francisco's criminal justice system had many gaps in services for victims of domestic violence and stalking. The Justice and Courage Oversight Panel has attained important achievements like the Department of Emergency Management's new codes and protocols for domestic violence-related crimes, the Police Department's training video on best practices for serving LEP victims, the District Attorney's Office's Stalking Resource Guide, the Adult Probation Department's Correctional Assessment and Intervention System, the Domestic Violence Response Cross-Training Institute, and the audit of batterer intervention programs.¹⁵ The accomplishments of Justice and Courage are evidenced by San Francisco's unprecedented 44 months, from June 2010 to January 2014, without a domestic violence homicide.

The Justice and Courage Oversight Panel's success is built upon the open communication, cross-departmental cooperation, and support of Mayor Brown, Mayor Newsom and Mayor Lee, department heads, and other stakeholders. Without each department's willingness to assess and evaluate their practices and the trust displayed by the staff and administration of these departments and the community, the Oversight Panel's accomplishments could not have been achieved. Each participant in the efforts of Justice and Courage is to be commended and honored for their dedication to creating a safer San Francisco and a seamless, supportive system for responding to domestic violence. While there are still gaps in our seams, Justice and Courage has saved lives. We just need to keep weaving our safety net even tighter.

¹⁵ See Appendix E for a list of accomplishments by department.

Appendix A: Complete List and Status of Recommendations

Definitions:

- **Completed** – the Oversight Panel judged the mechanism to fulfill the recommendation to be at least 90% fulfilled. There are 121 completed recommendations.
- **Substantial Progress** – the Oversight Panel recognized that the agency or organization has realized significant changes towards fulfilling the recommendation, but there is still more work to be done. (See Appendix D.) There are 17 substantial progress recommendations.
- **In Progress** – the recommended agency or organization is working towards fulfilling the recommendation, but has not achieved any policy changes as of the date of this report, or the recommendation cannot be designated complete due to its ongoing nature (i.e. training). (See Appendix D.) There are 12 in progress recommendations.
- **Incomplete** – the Oversight Panel judged the recommended agency or organization to have made no advancements and no current action towards fulfilling the recommendation. There are 20 incomplete recommendations.
- **Tabled** - the Audit Implementation Committee determined in the *Courage to Change Report* that the recommendation was either unnecessary or not a best practice for San Francisco. (See Appendix C.) There are 10 tabled recommendations.

INTERAGENCY		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	1. Create a multi-disciplinary oversight committee under the authority of the Commission and Department with responsibility for implementing the recommendations in this report and for evaluating and analyzing the impact of the implementation. The committee should include representatives from the Mayor's Office, the Board of Supervisors, the Commission on the Status of Women, city departments including the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department, the courts, the Department of Public Health, and representatives from community-based programs including violence against women intervention and advocacy service providers, shelters, men's programs, and violence against women prevention programs. The committee's work will culminate in a final evaluation of the implementation of these recommendations and a reassessment of the violence against women service delivery, crisis intervention, and criminal justice response systems in San Francisco.	Completed
<i>Justice and Courage</i> (2002)	2. Establish written protocols for regular and effective communication between the Police Department, the District Attorney's Office, the Adult and Juvenile Probation Departments, the Sheriff's Department and the courts (civil, criminal and juvenile divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and criminal history of defendants and regular communication	Substantial Progress

		between the heads of the specialized domestic violence units to share information regarding changes to processes and protocols of each department.	
<i>Justice and Courage</i> (2002)	3.	Establish written protocols for agreements between the Police Department, the District Attorney's Office and the Adult Probation Department regarding how each department will address probationers who are involved in new offenses or violations of probation. At a minimum protocols should provide: a) a mechanism for sharing of information; b) an outline of each department's role in responding to these situations; c) timelines for sharing information and action to be taken; d) guidelines that address both prosecution for new offenses and revocation of probation or parole; e) a tracking system to document interdepartmental communication; f) the resolution of each case. This documentation should be reviewed regularly to ensure that the protocols are adequate to affect a timely and effective response and that cases are resolved satisfactorily.	Substantial Progress
<i>Justice and Courage</i> (2002)	4.	Develop collaborate agreements between the components of the criminal justice system (Police Department, District Attorney's Office, Adult Probation Department, and Superior Court) and social service and victim service programs. These agreements should establish effective referral processes and coordinate communication to victim/survivors of domestic violence. At a minimum, this referral process should specify how victim/survivors will be informed of their full options and legal rights, how victim/survivors will be referred to existing support services, what types of follow-up contacts will be made, and how referral and communication with victim/survivors will be documented.	In Progress
<i>Justice and Courage</i> (2002)	5.	Establish an evaluation process to monitor the implementation of individual agency and interdepartmental protocols regarding domestic violence and regularly evaluate the effectiveness of existing policies and service delivery systems. Evaluation procedures may include auditing individual agency performance, evaluation of individual cases, spot checks, or other methods.	Incomplete
<i>Justice and Courage</i> (2002)	6.	Establish departmental complaint procedures for each component of the criminal justice and social service systems that victim/survivors can use to address instances in which they feel that they have not received adequate response to a domestic violence situation. Departments should develop internal databases to track complaints and resolution of complaints. Complaints should be reviewed regularly within the individual departments to assess for breakdowns in the policies and	Incomplete

		procedures and/or for individual performance issues and between departments to assess the service delivery systems overall.	
<i>Justice and Courage</i> (2002)	7.	Cooperate in the development and implementation of a compatible computer system(s), such as the Justice Information System (JUS.T.I.S.), to ensure that effective tracking of current and accurate data can be shared between the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department, and the courts (civil and criminal divisions). This system should allow for access to information regarding criminal activity within the City and County of San Francisco as well as jurisdictions outside of San Francisco. This system should provide instant notification to the appropriate departments when a probationer or parolee is involved in any reported crime.	In Progress
<i>Justice and Courage</i> (2002)	8.	Review existing policies, and where needed, establish new policies for the Police Department, the District Attorney's Office, the courts and social services related to child witnesses of family violence. Training should be provided to all staff in all departments on the effect of exposure to domestic violence on children. Where possible and appropriate, departments and programs should work collaboratively with SafeStart and the Greenbook Project as well as other child welfare programs.	Substantial Progress
<i>Justice and Courage</i> (2002)	9.	Review and enforce employee policies on domestic violence and violence in the workplace to ensure that employees who are victim/survivors of domestic violence are accorded their full legal rights. Ensure that every legal effort is made to hold employees who are domestic violence offenders accountable in their workplace.	In Progress
<i>Justice and Courage</i> (2002)	10.	Review domestic violence training for staff in all components of the civil and criminal justice and social service systems. Advocates who work against domestic violence must be included in the review of existing trainings, in developing new or revised training protocols, and in providing trainings. Funding should be made available to ensure that advocates and domestic violence experts are able to participate fully in developing and implementing trainings. All trainings must include: a) victim sensitivity; b) cultural diversity; c) dynamics of domestic violence; d) the connections between domestic violence and substance abuse; & e) cross-training on the role of other services and/or systems which victim/survivors of violence encounter.	Substantial Progress
<i>Justice and Courage</i>	11.	Develop programs to reduce the burn-out and secondary trauma of staff assigned to domestic violence units. Work on issues of domestic violence	Substantial Progress

(2002)		is extremely challenging, personally and professionally. Staff of any criminal justice agency, social service agency, or community-based program who deal with domestic violence issues on a regular basis should have access to stress reduction programs, counseling, and other programs or services which address or reduce the impact of secondary trauma. In addition, staff assigned to work in specialized units or programs should be given the opportunity to rotate assignments frequently and/or other accommodations should be made available to reduce burnout and vicarious trauma.	
<i>Justice and Courage</i> (2002)	12.	Establish clear protocols within each agency having direct contact with domestic violence victim/survivors supporting the right of all victim/survivors to seek assistance regardless of citizenship status, residency status, or country of origin. These policies should be well publicized and efforts made to ensure that victim/survivors who are immigrants or refugees are aware of their legal right to seek services without having to provide immigration documents or endanger their immigration status.	Completed
<i>Justice and Courage</i> (2002)	13.	Increase resources for community based domestic violence agencies. A recent study completed by the Department on the Status of Women titled <i>Violence Against Women and Girls in San Francisco: Meeting the Needs of Survivors</i> documents a need to invest more resources in San Francisco violence against women service delivery systems. The report clearly documents barriers that survivors of domestic violence face when seeking support and the need for additional programs and funding to reduce or eliminate these barriers.	Substantial Progress
<i>Justice and Courage</i> (2002)	14.	Evaluate civil and criminal justice and social service systems regarding their accessibility to people who do not speak and/or read English. Develop and implement a plan to improve access to services for non-English speakers and/or readers.	Substantial Progress
<i>Justice and Courage</i> (2002)	15.	Establish clear protocols and tools for components of the criminal justice system, social service system, victim services programs, and batterer treatment programs to assess for the primary aggressor. Review criminal justice statistics regarding mutual arrests to evaluate for systemic problems related to the determination of primary aggressor and/or situations erroneously defined as mutual battery/assault. Evaluate protocols and tools regularly, including feedback from victim service programs and offender treatment programs.	Incomplete
<i>Justice and Courage</i> (2002)	16.	Evaluate civil and criminal justice and social service systems regarding their accessibility to people with physical and mental disabilities. Develop and implement plans to improve access to services for people with disabilities.	Incomplete

<i>Courage to Change</i> (2010)	17.	Identify and allocate more money for quality domestic violence training across all criminal justice system agencies, including dedicated funding for ongoing, regular domestic violence training.	Incomplete
<i>Courage to Change</i> (2010)	18.	Enhance communication between criminal justice system agencies and victims by creating written protocol and training for all departments on victim contact. Protocols should consider victim contact by multiple criminal justice agencies and strive to reduce repeat or contradictory phone contacts with victims	Incomplete
<i>Courage to Change</i> (2010)	19.	Create a comprehensive, system-wide protocol on identifying, documenting, and charging stalking cases, including a specific stalking code for 911/Department of Emergency Management. This comprehensive protocol could be developed either as part of the Stalking Task Force or by a separate group.	Completed
<i>Courage to Change</i> (2010)	20.	Provide mandatory training and cross-training for all criminal justice system interveners on stalking as part of the Stalking Task Force or a separate group. All training should be in conjunction with criminal justice practitioners and community-based organizations.	Incomplete
<i>Courage to Change</i> (2010)	21.	Create a systematized way of ensuring that all identified stalking victims are identified as such despite the level of crime charged (e.g., misdemeanor or felony) and are connected with community-based advocacy services (e.g. La Casa de las Madres and/or other organizations).	Incomplete
<i>Courage to Change</i> (2010)	22.	Identify or develop, in conjunction with probation and community-based organizations, expanded treatment options for defendants convicted of stalking, including a specialized program to treat these defendants.	Completed
<i>Courage to Change</i> (2010)	23.	Review the certification and training requirements for the "City certified interpreter roster" to determine if domestic violence training is included, available, and/or required for City certified interpreters, and determine whether the roster is accessible to all Departments.	Incomplete
<i>Courage to Change</i> (2010)	24.	Improve linkages between community-based organizations and City departments/agencies to ensure culturally appropriate services and support, particularly regarding LEP domestic violence victims. This includes improving awareness of existing services through training and outreach to agency workers, ensuring materials are available in different languages, and linking advocates from community-based organizations with victims to provide safety planning, help dispel myths about the criminal justice system, and explain the legal process.	Completed
<i>Courage to Change</i>	25.	Develop a 'flag' to identify LEP victims in each of the criminal justice system's computer systems, starting with Department of Emergency	Completed

(2010)	Management, in order to facilitate timely interpretation services, awareness of additional time that may be needed, and linkages to community-based resources, etc.	
<i>Courage to Change</i> (2010)	26. Update all Victim Resource Cards to include the District Attorney's Victim Services Division and 311 (non-emergency City services). In addition, all translations of criminal justice system documents should include pictures where possible, since direct translations from English to another language may be confusing or inaccurate. (Pictures may also benefit illiterate victims.)	Substantial Progress
<i>Courage to Change</i> (2010)	27. Establish ongoing and regularly updated cultural competency training in all criminal justice system departments in conjunction with community-based organizations that have a history of working with LEP domestic violence victims. Domestic violence training could be incorporated into existing cultural competency training provided by CBOs at the Police Academy and elsewhere within the criminal justice system.	Incomplete
<i>Courage to Change</i> (2010)	28. Establish a Task Force made up of key agencies and community-based organizations to ensure Audit Team recommendations regarding LEP victims are implemented within San Francisco and its relevant criminal justice agencies.	Incomplete
<i>Courage to Change</i> (2010)	29. Create additional linkages, communications, and accountability between court, victims, batterer intervention programs, the community-based advocacy community, and children's services through standing meetings, a court-watch program, or other initiatives to be developed.	Completed
<i>Courage to Change</i> (2010)	30. Provide education and training for all criminal justice practitioners on traditionally underserved and underrepresented communities, including the impact of domestic violence in these communities.	Incomplete
<i>Courage to Change</i> (2010)	31. Ensure training and education on the identification of same-sex/LGBTQ victims for all criminal justice system agencies, to include the identification of resources and supportive services for victims.	Completed
<i>Courage to Change</i> (2010)	32. Conduct additional research on criminal justice system responses to traditionally underserved and underrepresented communities in San Francisco, including how issues of victim safety and batterer accountability are or are not accounted for by city departments.	Incomplete
<i>Courage to Change</i> (2010)	33. Convene a local dialogue group in collaboration with the California Partnership to End Domestic Violence – Bay Area Public Policy Research Committee, and the San Francisco Domestic Violence Consortium, to include batterer intervention programs, victim service programs, criminal justice system agencies, children's groups, elder abuse groups, and other groups as identified, to explore the following questions: What is	Incomplete

	accountability? What does safety mean in different communities?	
<i>Courage to Change</i> (2010)	34. Ensure that all criminal justice system agencies participate fully in the San Francisco Department on the Status of Women Cross-Training Institute, including providing trainers and sending workers to participate as trainees.	Completed
<i>Courage to Change</i> (2010)	35. Create a permanent community-based Training Network between the criminal justice system and community-based organizations (CBOs) serving domestic violence survivors, with a training coordinator that includes cross-training between CBO personnel and criminal justice personnel.	Tabled
<i>Courage to Change</i> (2010)	36. Document annually all domestic violence-related training within each criminal justice system department, including training topics, hours allocated, and whether they were roll-call, in-house, or individual trainings.	Completed
<i>Courage to Change</i> (2010)	37. Provide intra-net and web-based domestic violence training to criminal justice system agencies	Tabled
<i>Courage to Change</i> (2010)	38. Enhance communication between criminal justice system agencies by providing voice mail to patrol officers and email accounts to all criminal justice system personnel, with internet access at work to email.	Completed
<i>Courage to Change</i> (2010)	39. Enhance communication between criminal justice system agencies by sharing rosters of email and direct phone lines among criminal justice system personnel for DVRU ¹⁶ inspectors, prosecutors, probation officers, and others.	Completed
<i>Courage to Change</i> (2010)	40. Enhance communication between criminal justice system agencies by implementing a feedback system to patrol officers from DVRU inspectors and prosecutors regarding the investigation of domestic violence cases.	Completed
<i>Courage to Change</i> (2010)	41. Enhance communication between criminal justice system agencies and community-based organizations (CBOs) that serve domestic violence survivors by regularly updating all CBO Resource/User Guides available to criminal justice system agencies; consider standardizing one resource guide across all criminal justice agencies. This could be enhanced by the use of a communications network or website to quickly update information as needed.	Completed
<i>Courage to Change</i> (2010)	42. Enhance communication between criminal justice system agencies and community-based organizations (CBOs) that serve domestic violence survivors by developing a 24/7 Victim Advocacy response system to	Tabled

¹⁶ As of October 2011, the DVRU is now a part of the Special Victims Unit (SVU).

		strengthen linkages between patrol officers and advocates from all community-based domestic violence organizations, with participation by all community-based organizations, police, 911, and other relevant agencies.	
<i>Courage to Change</i> (2010)	43.	Enhance communication between criminal justice system agencies and community-based organizations (CBOs) that serve domestic violence survivors by expanding linkages between victim advocacy services within the criminal justice system (i.e., advocates from La Casa de las Madres and Victim Services within the District Attorney's office) and confidential community-based organizations serving domestic violence victim, especially in high-risk cases.	Completed
<i>Courage to Change</i> (2010)	44.	Enhance communication between criminal justice system agencies and victims by producing a simplified flow chart for victims to be able to follow case (e.g., where the case is in the system at each particular moment).	Completed
<i>Courage to Change</i> (2010)	45.	A Stalking Task Force currently exists as part of the District Attorney's Stalking Grant. The Audit Team recommends expanding and/or reviving this Task Force to ensure key decision-makers from criminal justice system agencies and community representatives are part of this body, including representatives from 911/Department of Emergency Management (who are not currently on the Task Force), CBOs, and others.	Completed
<i>Courage to Change</i> (2010)	46.	Systematize the pathway for securing interpreters and translators across all criminal justice systems, from 911 through the courts. This could include making Language Line Services the interpreter for the entire criminal justice system (e.g., Department of Emergency Management, police, district attorneys), rather than having different resources for each department. In the meantime, the Audit Team recommends that if the District Attorney's Office or the Probation Department need interpreter services, they call the Department of Emergency Management which can help secure interpretation.	Completed
<i>Courage to Change</i> (2010)	47.	Establish a written protocol within all criminal justice system departments for working with LEP victims that takes into account their different needs, additional time required for interpretation and explanations of the criminal justice system, etc.; how staff access interpreter services, and other relevant issues. Such protocol should be developed in conjunction with community-based organizations that have a history of working with LEP domestic violence victims.	Completed
<i>Courage to Change</i> (2010)	48.	Review and update defendants' batterer intervention program progress reports, including information about program termination/completion and other reports to the courts, in conjunction with judges, probation,	Completed

	batterer intervention program personnel, and community-based advocates.	
SAN FRANCISCO POLICE DEPARTMENT		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	49. The Police Department should develop protocols to assess all police reports for the relationship between the defendant and the victim. The Domestic Violence Response Unit (DVRU) should receive information on all cases involving a domestic relationship (marital, partner, or dating) between the defendant and the victim regardless of the type of crime. Protocols should address communication and cooperation between the DVRU and any other units that may also receive domestic violence related cases.	Completed
<i>Justice and Courage</i> (2002)	50. All domestic violence cases should be assigned to a DVRU inspector within 48 hours after the alleged commission of a crime or the reporting of a crime. Protocols for the assignment of cases to the DVRU should allow for expedient and effective communication regarding the reporting of the crime to the DVRU.	Completed
<i>Justice and Courage</i> (2002)	51. Written protocols for communication of reports and information regarding incidents of violation of parole or probation for domestic violence probationers must be developed. These protocols should specify that information on any reported incident be sent to the appropriate parties, even if the incident represents a seemingly minor infraction or misdemeanor.	Completed
<i>Justice and Courage</i> (2002)	52. New protocols should be developed and/or existing protocols enhanced to specify procedures for DVRU inspectors to follow-up with victims of domestic violence. Follow-up should happen as soon as possible after an alleged crime is reported and inspectors should actively follow-up with all victims of domestic violence crimes. Protocols should clearly indicate that follow-up contact is the responsibility of the Police Department and the burden should not be placed on the victim to follow-up on police reports.	Completed
<i>Justice and Courage</i> (2002)	53. Protocols regarding the investigation of domestic violence crimes should be reviewed and investigation questions standardized. All victims reporting domestic violence related crimes should be asked for complete information regarding the current alleged crime, any prior history of reported or unreported crimes, and any questions or concerns the victim may have regarding the domestic violence situation. Referrals should be provided based on any issues raised by the victim. These questions and the victims' responses should be fully documented.	Completed
<i>Justice and</i>	54. All domestic violence crimes assigned to the DVRU should be assigned	Completed

<i>Courage</i> (2002)		using a model of vertical investigation so that only one inspector is assigned to investigate each new report of a domestic violence violation related to an alleged perpetrator.	
<i>Justice and Courage</i> (2002)	55.	Protocols for the temporary placement of a child(ren) should be reviewed and, where appropriate, revised to address situations when parents are not able to care for a child(ren) due to homicide, injury, arrest, or other circumstances related to domestic violence.	Completed
<i>Justice and Courage</i> (2002)	56.	All victims of domestic violence crimes should be provided with a referral card in a language that she or he is able to read. If the officer determines that the victim may not be able to read, referrals should be provided verbally as well as in written form.	Completed
<i>Justice and Courage</i> (2002)	57.	Referral cards should be updated regularly and new languages should be added based on an evaluation of significant populations living and/or working in San Francisco.	Completed
<i>Justice and Courage</i> (2002)	58.	The Domestic Violence Response Unit should be staffed fully with active duty inspectors who actually work in the unit full-time as opposed to with inspectors who are assigned to the unit but are temporarily working in another area or are on leave. Review the current allocation of twenty inspectors to the unit to ensure this capacity adequately supports the caseload.	Completed
<i>Justice and Courage</i> (2002)	59.	Staff evaluation tools specific to the investigation of domestic violence should be developed. All staff of the DVRU should have regular performance reviews that use standard evaluation tools as well as specialized domestic violence evaluation tools.	Completed
<i>Justice and Courage</i> (2002)	60.	The need for more victim advocates in the DVRU should be assessed. These advocates should be part of a collaborative effort between the criminal justice system and victim service programs. The Police Department should actively participate in the collaboration. Advocates should work directly out of the DVRU but should be employed by victim service providers and/or community-based agencies. The collaborative partners should assess the number of advocates needed. An initial recommendation would be no less than five advocates working in the unit full time.	Completed
<i>Justice and Courage</i> (2002)	61.	Existing training on domestic violence should be reviewed and evaluated. Trainings should be evaluated by the Police Department and the oversight body, and, if needed, revised for: a) the Police Academy (recommend 16 hours minimum on domestic violence); b) advanced Officer trainings (recommend eight hours of domestic violence training annually); and	Completed

	c) inspectors assigned to the DVRU (recommend 40 hours of specialized domestic violence training at the time they are assigned to the unit).	
	Training should address the legal and social aspects of domestic violence, strangulation and stalking crimes, effective responses to domestic violence, the impact of substance abuse on domestic violence, and victim sensitivity.	
<i>Justice and Courage (2002)</i>	62. The Police Department should conduct regular department-wide trainings on stalking and Emergency Protective Orders as appropriate and necessary to ensure that all officers understand these important domestic violence issues and criminal justice tools.	Completed
<i>Justice and Courage (2002)</i>	63. The Police Department should review data collection procedures and, where necessary, expand data collection to include documentation of the number of: a) domestic violence calls to the police; b) domestic violence police reports; c) domestic violence related arrests; d) misdemeanor domestic violence charges; e) felony domestic violence charges; f) Emergency Protective Orders (EPOs) requested; g) EPOs granted; h) domestic violence reports investigated by the DVRU; and i) domestic violence cases presented to the District Attorney's Office regardless of outcome.	Substantial Progress
<i>Justice and Courage (2002)</i>	64. Procedures should be established to regularly and systematically review police reports to ensure that responding officers write accurate and complete incident reports.	Completed
<i>Justice and Courage (2002)</i>	65. Evaluation tools should be developed to review and evaluate violence against women cases to ensure that all protocols are followed and cases are handled properly.	Completed
<i>Courage to Change (2010)</i>	66. Update patrol officers' Domestic Violence Supplemental Report (in accordance with state law) to ensure more comprehensive assessment of risk at the scene of an incident; possibly identify three key questions to help responding officers assess risk/safety that would be incorporated into the report format; and ensure all changes are documented in a Departmental Bulletin.	Completed
<i>Courage to Change (2010)</i>	67. Cease using the "victim declination form" within the DVRU (i.e., a form that victims sign indicating that they do not intend to participate in or "cooperate with" prosecuting the suspect in the case).	Tabled

<i>Courage to Change</i> (2010)	68.	Provide confidential, secure interview rooms for DVRU Inspectors, DVRU advocates from La Casa de las Madres, and staff from the District Attorney's Victim Services Division.	Completed
<i>Courage to Change</i> (2010)	69.	Explore options to provide adequate space and staffing to the DVRU and community-based victim advocates, to include administrative support, safe and ample waiting area, and a place for children while parents are waiting or being interviewed.	Completed
<i>Courage to Change</i> (2010)	70.	Develop a way to identify misdemeanor stalking cases and refer them to the DVRU for vertical investigation by DVRU Investigators.	Completed
<i>Courage to Change</i> (2010)	71.	More information is needed on the number and nature of Gone on Arrival (GOA) cases, (e.g., where the suspect is not present when the police officers respond to the scene), such as the number of such cases, dispatch priority level, and follow-up by subsequent interveners, such as DVRU inspectors or the prosecutor's office.	Tabled
<i>Courage to Change</i> (2010)	72.	Require DVRU Inspectors to receive updated and specialized domestic violence training on an annual basis.	Completed
<i>Courage to Change</i> (2010)	73.	Within the police department, prioritize the domestic violence portion of the bi-annual, 40-hour training for patrol officers; prioritizing includes moving the domestic violence segment from its Friday afternoon time-slot to a segment earlier in the week and expanding the allotted training time.	Completed
<i>Courage to Change</i> (2010)	74.	Identify two to three officers to serve as on-site domestic violence experts for each Police Station (or the four stations with the highest number of domestic violence calls), to attend the Institute of Criminal Investigation (ICI) trainings on domestic violence and other related topics, and to be available to do on-site, Station training. In addition, these on-site experts could, in coordination with DVRU, provide 24/7 on-scene to domestic violence cases, as needed.	Tabled
EMERGENCY COMMUNICATIONS DEPARTMENT			
Source	Recommendation		Status
<i>Justice and Courage</i> (2002)	75.	All emergency and non-emergency police dispatchers should receive domestic violence training.	Completed
<i>Justice and Courage</i> (2002)	76.	The Emergency Communications Department should review data collection procedures and, where necessary, expand data collection to include documentation of all domestic violence related 911 calls.	Completed
<i>Courage to</i>	77.	Develop a domestic violence script for 911 operators with input from	Completed

<i>Change</i> (2010)	community-based advocates and other criminal justice practitioners as needed.		
DISTRICT ATTORNEY'S OFFICE			
Source	Recommendation		Status
<i>Justice and Courage</i> (2002)	78.	Review and enhance existing policies and procedures leading to effective prosecution including vertical prosecution, clear "no-drop" policies, policies to avoid unnecessary continuances, and other policies to ensure timely and effective prosecution. Establish evaluation mechanisms to ensure that these policies are followed consistently.	Completed
<i>Justice and Courage</i> (2002)	79.	Create a system to track the assignment of cases to ensure that all domestic violence related cases are assigned to an attorney in one of the domestic violence vertical prosecution units.	Completed
<i>Justice and Courage</i> (2002)	80.	Develop protocols regarding use of stalking charges and enhanced penalties for repeat offenders. Develop or enhance existing protocols to ensure that each domestic violence case is reviewed for all possible options including prosecution for new offenses committed by defendants on parole or probation; stalking charges; and request for additional penalties and state prison sentences due to prior offenses.	Completed
<i>Justice and Courage</i> (2002)	81.	Review policies to support the active prosecution of cases in which probationers are charged with new offenses without relying on the Adult Probation Department to file for revocation of probation. In these cases, close communication and coordination should be supported between the Adult Probation Department and the District Attorney's Office.	Completed
<i>Justice and Courage</i> (2002)	82.	Develop guidelines for determining the action to be taken regarding child abduction charges in cases where domestic violence is involved, particularly where the abused parent may be attempting to protect themselves and/or their child(ren).	Completed
<i>Justice and Courage</i> (2002)	83.	Develop or enhance existing protocols so that prior to any court appearance, including consideration of bail, any assistant district attorney working on a domestic violence case has all current, accurate and complete information relevant to the charges including but not limited to: a) prior criminal history; b) the existence of restraining orders; c) any failure to appear in court when ordered; d) probation status in San Francisco or any other jurisdiction; e) family court rulings; and f) any pertinent civil cases including lawsuits and restraining orders.	Completed

<i>Justice and Courage</i> (2002)	84.	Develop protocols to evaluate whether assistant district attorneys are bringing all relevant and permissible materials to the attention of the court at each stage of the prosecution and sentencing.	Completed
<i>Justice and Courage</i> (2002)	85.	Develop or enhance existing protocols to ensure that victim/survivors are informed through verbal and written communication of their right to address the court regarding sentencing. Victim/survivors should be offered assistance in preparing any written or verbal statements to the court regarding sentencing.	Completed
<i>Justice and Courage</i> (2002)	86.	Review services provided through the criminal justice victim assistance programs including an evaluation of services available to children who witness or are exposed to domestic violence and accessibility of services regarding cultural competency, language capacity, and access for people with physical disabilities. Develop and implement a plan to address any problem areas and ensure greater utilization of victim assistance services.	Completed
<i>Justice and Courage</i> (2002)	87.	Review and evaluate existing training on domestic violence. Mandatory initial trainings (recommend 40 hours) and annual advanced trainings (recommend eight hours) should be provided for all prosecutors, investigators and advocates assigned to domestic violence misdemeanor and felony cases. In addition to these trainings, the District Attorney should make funds available for staff assigned to domestic violence cases to attend specialized and advanced trainings provided by organizations and trainers outside the department.	In Progress
<i>Justice and Courage</i> (2002)	88.	Develop staff evaluation tools specific to the prosecution of domestic violence cases. All staff working on domestic violence cases should have regular performance evaluations that utilize general department evaluation mechanisms and specialized domestic violence evaluation tools.	Completed
<i>Justice and Courage</i> (2002)	89.	Review data collection procedures used by the District Attorney and, where necessary, expand data collection to include documentation of the following domestic violence statistics: a) arrests; b) re-bookings; c) cases dropped and justification; d) cases not charged and justification; e) cases dismissed by the court; f) misdemeanor convictions; g) felony convictions; h) sentencing including county jail, state prison, or probation; i) fines assessed and the amount of each fine; j) cases not pursued where probation was revoked; and	Completed

	k) cases pursued where probation was also revoked.		
<i>Justice and Courage</i> (2002)	90.	Establish evaluation tools, including spot checks, to review and evaluate violence against women cases to ensure that all protocols are followed and cases are handled properly.	Completed
<i>Courage to Change</i> (2010)	91.	Within the District Attorney's Office, create domestic violence training DVDs to be distributed to each police station and the Department of Emergency Management with updates on domestic violence legislation, guidelines for taking photographs and collecting other forms of evidence, etc.	Completed
<i>Courage to Change</i> (2010)	92.	Within the District Attorney's office, staff Department 13 ¹⁷ with an in-court paralegal similar to the Public Defender's Office.	Tabled

ADULT PROBATION DEPARTMENT

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	93. Develop written standards of supervision for domestic violence cases including minimum standards that should be fulfilled on a monthly basis. The Adult Probation Department should develop these standards with input from the courts, other criminal justice experts, and community advocates.	Completed
<i>Justice and Courage</i> (2002)	94. Improve communication between the Adult Probation Department and social service agencies including batterer treatment programs. This communication must allow for the timely sharing of information regarding specific probationers as well as better communication on protocols, policies, and program review and evaluation.	Completed
<i>Justice and Courage</i> (2002)	95. Create an incident receipt log and tracking system to document when the Adult Probation Department receives reports from other departments and to track internal routing of all reports through the department.	Completed
<i>Justice and Courage</i> (2002)	96. Develop or enhance existing protocols to ensure that no domestic violence probationer is unsupervised at any time. The department should develop a risk assessment tool specific to domestic violence using the best available research on batterer characteristics and/or consultation with experts in batterer intervention. The risk assessment tool should be used along with other appropriate factors to determine the minimum level of supervision for each probationer. No domestic violence probationer should be unsupervised and domestic violence cases should not be "banked" or otherwise left without direct, active supervision.	Completed

¹⁷ Department 13 refers to the court room where domestic violence cases are held.

<i>Justice and Courage (2002)</i>	97.	Establish a system for probation officers to routinely and regularly run a criminal history check of all assigned probationers. Probation officers should be able to access current, complete, and accurate criminal histories including relevant civil records such as restraining orders. Ideally criminal history checks would occur prior to each scheduled contact with a probationer. Criminal history checks should be done before any court appearance.	Completed
<i>Justice and Courage (2002)</i>	98.	Review and enforce protocols regarding revocation of probation for domestic violence offenses where probation has been violated due to any offences, not just domestic violence related offences. Revocations must be timely in order to ensure that probationers do not repeatedly violate probation.	Completed
<i>Justice and Courage (2002)</i>	99.	Develop policies to support revocation of probation in cases in which probationers are charged with new offenses without relying on the District Attorney's Office to pursue prosecution of the new offenses. In these cases, close communication and coordination should be supported between the Adult Probation Department and the District Attorney's Office.	Completed
<i>Justice and Courage (2002)</i>	100.	Revise existing protocols regarding probation officers' communication with domestic violence victim/survivors to ensure that the following areas are addressed: ways victim/survivors can report violations of probation and/or re-offenses, options for victim/survivors to contact the probation officer responsible for the case of their abuser, and ways to access services or programs available for victim/survivors. Develop written materials to be distributed to victim/survivors regarding the resources and remedies available to them as victim/survivors of a domestic violence crime. Develop a tracking system to see whether probation officers provide this and all other information and materials specified in department policies.	Completed
<i>Justice and Courage (2002)</i>	101.	Screen all probationers for histories of domestic and sexual violence regardless of their conviction. Develop adequate services and referrals for probationers who have been victimized by sexual assault or violence within their family. Probationers who disclose that they have been violent in the past should be referred to appropriate services even when participation in those services is not mandated in the terms of their probation.	Completed
<i>Justice and Courage (2002)</i>	102.	Fully staff the domestic violence units with probation officers who are able to commit their time fully to the unit (i.e. probation officers who are not on leave or assigned other responsibilities that take them away from the domestic violence unit on a regular basis). Regularly review the staff and case assignments within the domestic violence units to ensure that existing staff commitments adequately support the caseload for both	Completed

	misdemeanor and felony domestic violence probationers.		
<i>Justice and Courage</i> (2002)	103.	Evaluate victim advocacy services provided by the department to determine if a victim advocate or victim liaison position is necessary to improve communication between victim/survivors and the Adult Probation Department.	Completed
<i>Justice and Courage</i> (2002)	104.	Review and evaluate existing training on domestic violence. Trainings should be developed for new probation officers (recommend 16 hours minimum on domestic violence), ongoing trainings for all probation officers (recommend four hours of domestic violence training annually) and for probation officers assigned to the DVRU (recommend 24 hours of specialized domestic violence training when assigned to the unit and at least eight hours of advanced training each year). In addition, the department should make funds available for probation officers to attend specialized trainings outside of the department.	Completed
<i>Justice and Courage</i> (2002)	105.	Develop staff evaluation tools specific to the supervision of domestic violence cases. All staff with domestic violence caseloads should be evaluated regularly utilizing general department evaluation mechanisms and specialized domestic violence evaluation tools.	Completed
<i>Justice and Courage</i> (2002)	106.	Review data collection procedures currently used by the Adult Probation Department and, where necessary, expand data collection to include documentation of the following domestic violence statistics: a) probationers on domestic violence felonies; b) probationers on domestic violence misdemeanors; c) probation revocations; d) probationers sent to jail for violations of probation; e) probationers whose probation is extended after violation of probation; f) probationers convicted of another crime while on probation and the type of crime committed; g) cases where revocation is denied; and h) cases of offenders who completed probation and were later sentenced to an additional probation sentence for another crime.	In Progress
<i>Justice and Courage</i> (2002)	107.	Establish evaluation tools to review and evaluate violence against women cases to ensure that all protocols are followed and cases are handled properly. These tools should incorporate feedback from victim/survivors, service providers including offender treatment programs, and probationers.	Completed
<i>Justice and Courage</i> (2002)	108.	Develop an evaluation tool for offender treatment programs. Batterer intervention programs should be required to maintain and submit, on a regular basis, information on offenders sufficient for the Adult Probation	In Progress

		Department to evaluate the effectiveness of the program's interventions. The Adult Probation Department should maintain data on program assignments, dropouts, completion records, and recidivism rates of offenders assigned to each program. This information should be available to the public.	
<i>Justice and Courage</i> (2002)	109.	Engage the expertise of other criminal justice agencies, victim services agencies, and expert consultants in batterer intervention and the development of educational and rehabilitative programs to assess the quality and effectiveness of current certified programs and new programs that apply for certification.	Completed
<i>Justice and Courage</i> (2002)	110.	Review current resources and staff committed to the Adult Probation Department to ensure it has adequate resources to supervise domestic violence cases effectively.	Completed
<i>Courage to Change</i> (2010)	111.	Include a domestic violence risk/danger assessment tool in the Adult Probation Department's Probation Supplemental Reports, and institute risk assessment protocol for all criminal justice agencies, including training to cover the usage of such assessments.	In Progress
<i>Courage to Change</i> (2010)	112.	Review and update Adult Probation Department supplemental reports to include analysis of risk and dangerousness posed in individual domestic violence cases, and to include input by batterer intervention program personnel and community-based advocates.	Completed
<i>Courage to Change</i> (2010)	113.	Develop an inter-departmental protocol between the Adult Probation Department and the District Attorney's Office that establishes procedures for the handling of Motion to Revoke hearings in both misdemeanor and felony cases.	Tabled
<i>Courage to Change</i> (2010)	114.	Explore models to ensure higher compliance of defendants for enrolling in and completing batterer intervention programs, including the development of a domestic violence priority warrant system.	Completed
<i>Courage to Change</i> (2010)	115.	Explore models for the creation of a crisis line and drop in programs for batterer defendants.	Tabled
<i>Courage to Change</i> (2010)	116.	Identify additional funding sources for the Adult Probation Department to ensure substance abuse testing.	Completed
<i>Courage to Change</i> (2010)	117.	Develop a program, in conjunction with the Adult Probation Department and community based advocacy programs, for rigorous batterer intervention program oversight, including re-certification and training.	Completed
<i>Courage to Change</i>	118.	Explore models whereby the Adult Probation Department provides all batterer intervention programs, similar to the model currently employed	Tabled

(2010)	within the San Francisco Jail.		
<i>Courage to Change</i> (2010)	119.	Explore models for alternative community-based programs to enhance batterer accountability; these programs could be in addition to the 52-session batterer intervention program.	Completed
<i>Courage to Change</i> (2010)	120.	Develop a field policy protocol for Adult Probation Department officers regarding responding to domestic violence cases.	Completed
SAN FRANCISCO SUPERIOR COURT – CRIMINAL DIVISION			
Source	Recommendation		Status
<i>Justice and Courage</i> (2002)	121.	Establish protocols for regular and effective communication between the Criminal Court and the Civil Family Court, the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the Department of Human Services. At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases, criminal history of defendants, and sharing of information regarding changes in departmental processes and protocols.	Completed
<i>Justice and Courage</i> (2002)	122.	Establish a Domestic Violence Court to handle felony and misdemeanor domestic violence cases. This court would build upon the model of the existing Domestic Violence Misdemeanor Court allowing for closer supervision of all domestic violence defendants and probationers	Incomplete
<i>Justice and Courage</i> (2002)	123.	Conduct an annual review and evaluation of the Adult Probation Department's handling of domestic violence cases. Establish procedures to monitor the department's Domestic Violence Unit's compliance with offender supervision protocols and require the department to provide the court with information on the effectiveness of certified batterer intervention programs and their compliance with penal code requirements.	Completed
<i>Justice and Courage</i> (2002)	124.	Ensure that adequate translation services are available for domestic violence victim/survivors and witnesses.	Completed
<i>Justice and Courage</i> (2002)	125.	Ensure that protocols to refer offenders to Family Court for modifications of Stay Away Orders with regards to minor children do not compromise victim safety or provide support to batterers, allowing them to continue to intimidate their victims.	Completed
<i>Justice and Courage</i> (2002)	126.	Prioritize domestic violence cases when scheduling trial dates.	Completed
<i>Justice and Courage</i> (2002)	127.	Develop standards for domestic violence cases including protocols for lifting restraining orders, requiring defendant participation in education (including parenting classes where appropriate) and rehabilitation	Completed

		programs, and assessing fines. Fines should be assessed in all appropriate cases and funds should be directed toward services for victim/survivors of domestic violence.	
<i>Justice and Courage</i> (2002)	128.	Develop standards for criteria to assess in making bail decisions including the potential for re-offense, existing restraining orders or open applications for restraining orders, and a defendant's prior history.	Completed
<i>Justice and Courage</i> (2002)	129.	Create a standard questionnaire to be used in sentencing, which would support full disclosure of relevant information from the District Attorney's Office and/or the Adult Probation Department.	Completed
<i>Justice and Courage</i> (2002)	130.	Develop alternatives to incarceration of victims and/or witnesses in domestic violence cases. Victim/survivors who fail to testify against their abusers should not be charged with contempt of court.	Completed
<i>Justice and Courage</i> (2002)	131.	Review and develop trainings on domestic violence for all court personnel working with violence against women cases. Trainings should be developed and implemented with participation from victim service agencies. San Francisco resources such as the SafeStart and the Greenbook Project should be used for specific training on issues related to children who witness or are exposed to domestic violence.	Completed
<i>Justice and Courage</i> (2002)	132.	The Superior Court should review data collection procedures and, where necessary, expand data collection to include documentation of the following statistics regarding domestic violence: a. domestic violence cases handled by the courts each year; b. arrest warrants for domestic violence issued by the court; c. dismissals of domestic violence cases; d. domestic violence cases plea-bargained; e. convictions resulting in state prison sentences, county jail terms, suspended sentences, probation, community services, mandated participation in offender treatment programs, and/or assessment of fines; f. total amount of fines assessed by the court annually; g. probationers who have probation revoked and the reasons for the revocation; h. defendants who have Stay Away Orders issued against them; i. defendants who have Stay Away Orders against them lifted; j. defendants who fail to successfully complete an offender treatment program; k. domestic violence defendants who fail to pay fines assessed against them; l. domestic violence defendants who fail to appear in court as ordered; and m. average jail and prison sentences for convictions resulting in jail or prison time	In Progress

<i>Courage to Change</i> (2010)	133.	Ensure safe access and waiting areas for victims and their children at the Hall of Justice, particularly in regards to the DVRU and Department 15.	Completed
<i>Courage to Change</i> (2010)	134.	Develop a written protocol to include the Police Department and the Courts for the issuance of Emergency Protection Orders (EPOs).	Completed
<i>Courage to Change</i> (2010)	135.	Recommend mandatory training on domestic violence and related issues for all judges and commissioners who are assigned to issue EPOs.	Completed
<i>Courage to Change</i> (2010)	136.	Refurbish Department 13 and devote adequate resources to the dedicated domestic violence court (including personnel, technological resources, and safe waiting places for victims).	In Progress
<i>Courage to Change</i> (2010)	137.	Ensure that judges in domestic violence court have necessary information about batterer intervention programs (e.g., location, cost for defendants, specialized groups, language access, etc.).	Completed
<i>Courage to Change</i> (2010)	138.	Create a San Francisco Domestic Violence Court bench book that outlines courtroom procedures for domestic violence cases, including handling arraignments, probation reviews, and Motions to Revoke, as well as inter-court communications.	Completed
<i>Courage to Change</i> (2010)	139.	Recommend to the Judicial Council to update the existing statewide Domestic Violence Bench book, and recommend inclusion of information regarding domestic violence probation and the monitoring of defendants.	Completed
<i>Courage to Change</i> (2010)	140.	Ensure courtroom access to the California Law Enforcement Telecommunication System (CLETS) and the Civil Court computer system by select court personnel, e.g. court clerk, court probation officer, and provide training to clerks on the standardization of court records.	Completed
<i>Courage to Change</i> (2010)	141.	Recommend that judges assigned to domestic violence court receive domestic violence training prior to taking over in Department 13, to include training by the National Council of Juvenile and Family Court Judges (NCJFCJ) when possible.	Completed

SAN FRANCISCO SUPERIOR COURT – FAMILY DIVISION

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	142. Establish protocols for regular and effective communication between Family Court and the Criminal Domestic Violence Court, the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the Department of Human Services. These protocols should minimally provide a mechanism for	Substantial Progress

	interdepartmental tracking of cases and sharing of information regarding changes in departmental processes and protocols.		
<i>Justice and Courage</i> (2002)	143.	Consideration of the safety of domestic violence victims and their children as primary in any decisions made in the Family Court including visitation decisions. Court personnel should work closely with programs such as SafeStart and the Greenbook Project to ensure that children's issues are handled with sensitivity and appropriate cultural considerations are taken into account.	Completed
<i>Justice and Courage</i> (2002)	144.	Ensure that adequate translation services are available and that separate certified translators are provided to all parties in cases that involve domestic violence, both in court and in mediation.	Completed
<i>Justice and Courage</i> (2002)	145.	Ensure that all Family Court personnel are familiar with all mediation and resolution resources including the Mediation Model.	Completed
<i>Justice and Courage</i> (2002)	146.	Review and develop training programs on domestic violence for all court personnel working with violence against women cases. Training should be developed and implemented with participation from victim service agencies and should include consultation with experts on batterer characteristics and appropriate intervention with batterers. San Francisco resources such as SafeStart and the Greenbook Project should be utilized for specific training on issues related to children who witness or are exposed to domestic violence.	Completed
<i>Justice and Courage</i> (2002)	147.	The Superior Court should review data collection procedures and, where necessary, expand data collection to include documentation of the following statistics regarding domestic violence: a) Emergency Protective Orders requested each year; b) Emergency Protective Orders denied; c) restraining order applications received; d) restraining orders denied; e) restraining orders granted; f) requests to have restraining orders dissolved; and g) restraining orders that were dissolved.	Completed
<i>Courage to Change</i> (2010)	148.	Enhance communication between criminal justice system agencies by developing written protocols on communication between criminal court and family court, including updated technological communication, such as access to all court-related computer networks.	In Progress
SHERIFF'S DEPARTMENT			
Source	Recommendation		Status
<i>Justice and</i>	149.	Establish protocols for regular and effective communication between the	Completed

<i>Courage</i> (2002)		Sheriff's Department and the Police Department, the District Attorney's Office, the Adult Probation Department, and the courts (civil and criminal divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and criminal history of defendants and for sharing of information regarding changes in departmental processes and protocols.	
<i>Justice and Courage</i> (2002)	150.	Establish a protocol to ascertain whether a defendant is in custody when they fail to appear in court.	Completed
<i>Justice and Courage</i> (2002)	151.	Establish or enhance existing policies to ensure a warrant check is run on anyone being released from custody.	Completed
<i>Justice and Courage</i> (2002)	152.	Establish evaluation tools for all offender treatment programs conducted in collaboration with the Sheriff's Department. Evaluation should demonstrate the efficacy of the program and should include input from victim/survivors.	Completed
<i>Courage to Change</i> (2010)	153.	Enhance communication between criminal justice system agencies and victims by developing a system for notifying victims when defendants are released from jail.	Completed

MEDICAL EXAMINER

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	154. Establish protocols for regular and effective communication between the Medical Examiner's Office and the Police Department, the District Attorney's Office, the Adult Probation Department, and the courts (civil and criminal divisions).	Completed
<i>Justice and Courage</i> (2002)	155. Develop or enhance existing protocols to evaluate and document any domestic violence connection to all deaths (particularly from violence, suicide, or substance abuse) even if the death is not obviously attributable to a domestic violence homicide. These statistics would document the connection between the experience of domestic violence and deaths from violence, suicide, or substance abuse. Additionally, domestic violence clearly contributes to many victim/survivors and their children becoming homeless. Wherever possible, the Medical Examiner should document the effect of domestic violence in the death of homeless people.	Completed
<i>Justice and Courage</i> (2002)	156. Document these statistics and report them annually to an oversight committee or the Department on the Status of Women.	Completed

DEPARTMENT OF HUMAN SERVICES – CHILD PROTECTIVE SERVICES

Source	Recommendation	Status
<i>Justice and</i>	157. Establish protocols for regular and effective communication between the	In Progress

<i>Courage</i> (2002)		Department of Human Services and the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the courts (civil and criminal divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and sharing of information regarding changes in departmental processes and protocols.	
<i>Justice and Courage</i> (2002)	158.	Develop protocols regarding all legal options for ensuring the safety and well-being of children in situations where a non-abusive parent may be victimized in a domestic violence situation. These protocols must prioritize the safety of child(ren), especially in cases where the child has been a witness or exposed to domestic violence.	Completed
<i>Justice and Courage</i> (2002)	159.	Review and revise protocols for emergency response in situations where a parent(s) is killed, seriously injured, or arrested. At a minimum, protocols should provide for: a. trained staff to respond to an emergency situation and provide immediate assessment/intervention; b. a review of emergency placement options to balance the best quality of care and highest safety available for the child(ren); c. policies regarding placement of child(ren) with a parent or others who have a history of domestic violence aggression; and d. permanent placement at the earliest possible opportunity.	Completed
<i>Justice and Courage</i> (2002)	160.	Review and evaluate existing training on domestic violence. All Child Protection Services staff and any other division within the department working directly with or supervising domestic violence related cases should receive comprehensive initial training and ongoing trainings. The Department of Human Services should make funds available for staff to attend specialized and/or advanced violence against women and family violence trainings annually.	Completed

COMMUNITY-BASED SERVICES

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	161. Review protocols, policies, and statutory requirements regarding confidentiality and communication between victim services and law enforcement to ensure that information about ongoing criminal incidents is provided where appropriate.	Substantial Progress
<i>Justice and Courage</i> (2002)	162. Provide intervention, shelter, transitional housing, and legal services for victim/survivors of domestic violence who have histories or current experiences with substance abuse or sex work.	Substantial Progress
<i>Justice and Courage</i> (2002)	163. Provide more culturally appropriate and multilingual accessible services for all victim/survivors of domestic violence. A study issued by the Department on the Status of Women titled <i>Violence Against Women and</i>	Completed

		<i>Girls in San Francisco: Meeting the Needs of Survivors</i> identifies that the communities most significantly underserved by existing programs are: sex workers, adult survivors of sexual assault, child and adolescent survivors of sexual assault, the disabled, the elderly, youth, lesbians, bisexuals, transgender women, recent immigrants, Muslim women, Asian American women, Native American women, African American women, and Latina women.	
<i>Justice and Courage</i> (2002)	164.	Provide more prevention and outreach programs addressing violence against women including domestic violence, sexual assault, and child physical and sexual abuse. Education and intervention programs are needed for youth exposed to domestic violence in their home or community. Specialized, community-specific programs are needed to address communities of color; the gay, lesbian, bisexual, transgender, and queer communities; and people with physical or developmental disabilities.	Completed
<i>Justice and Courage</i> (2002)	165.	Review existing criminal justice advocacy services provided to victim/survivors to ensure that advocacy services are comprehensive, coordinated, seamless, and support victim/survivors throughout their interaction with the criminal justice system.	Incomplete
<i>Courage to Change</i> (2010)	166.	Provide training for La Casa de las Madres victim advocates in all aspects of the criminal justice system processes, including advocacy for victims of stalking, and develop comprehensive written protocols for reviewing cases and contacting victims.	Completed
JUSTICE AND COURAGE OVERSIGHT PANEL			
Source	Recommendation		Status
<i>Strategic Plan</i> (2009)	167.	In 2010, establish a Resource Committee to identify resource gaps and pursue additional resources. a) Partner with the Controller’s City Services Auditor to conduct an audit of the City and County of San Francisco’s investment in domestic violence services, possibly focusing on one aspect of these services, such as training or housing; b) Assess the impact of recent and impending cuts, including state and federal cuts, to determine new gaps in services; c) Use tools developed in the original Resources Committee to research possible sources of income, such as the Real Estate Fraud Fund.	Incomplete
<i>Strategic Plan</i> (2009)	168.	By the end of 2011, create a protocol for responding to domestic violence incidents for all City-, State-, or Federally-funded housing sites, including single room occupancy sites and other affordable housing units.	In Progress

	a) Convene a work-group of Justice and Courage Panel members, representatives from the Housing Authority, the Mayor's Office of Housing, the Human Services Agency's Housing and Homelessness Division, and housing and domestic violence advocates from the community to determine an appropriate and effective protocol for use at housing sites when domestic violence incidents occur; i. Utilize/start from the plan developed by Bay Area Legal Aid that outlines many of the current safety needs at housing sites. b) Conduct training at housing sites and other appropriate places regarding the protocol, once developed and formalized; i. Engage the Police Department in both the creation of the protocol as well as in training of housing site staff members to support the building of good relationships and communication between housing sites and the Police Department.	
<i>Strategic Plan (2009)</i>	169. Work with the Presiding Judge, the Domestic Violence Court Judge, and Family Court Judges to secure their support and participation in promoting accountability and collaboration between the Court and the Adult Probation Department. a) Hold regular meetings with the Presiding Judge, Domestic Violence Court judge, and other members of the Court, including Family Court, to address emerging issues; b) Encourage the Court's consistent oversight and support of the Adult Probation Department; c) Attend the community meetings of the Judicial Council's Domestic Violence Task Force, encouraging the Court to provide periodic reports to Justice and Courage on its progress.	Completed
<i>Strategic Plan (2009)</i>	170. Ensure that all San Francisco judges and commissioners receive the training necessary to understand the dynamics of domestic violence cases, both criminal and civil. a) Build partnerships with the Family Violence Prevention Fund, which offers training for judges nationally, to engage local judges in these efforts; b) Advocate with the Presiding Judge and others for the creation of a formalized local policy requiring training about domestic violence for all judicial officer.	Substantial Progress
<i>Strategic Plan (2009)</i>	171. Cultivate relationships with judges and stakeholders in the judicial system to build a peer network that can advocate for changing the culture of the San Francisco judicial system to consider the safety of victims above judicial neutrality concerns. a) Outreach to key judicial stakeholders, including Deputy Presiding	Substantial Progress

	Judge Feinstein, Judge Lee, Judge Morgan, and others to encourage their engagement with the work of Justice and Courage; b) Formerly recognize those judges that make a clear effort to address the safety concerns of victims and hold batterers accountable through resolutions and other forms of acknowledgement; c) Support local Court Watch efforts to visibly pressure the courts to address victims' safety concerns and hold batterers accountable for their crimes.	
<i>Strategic Plan (2009)</i>	172. Work with the Adult Probation Department, the Judiciary, and Batterer Intervention Programs to develop improved accountability and oversight mechanisms for batterer intervention programs. a) Participate in Adult Probation Department's Batterer Intervention Program-Community Advisory Committee and Adult Probation Department's Batterer Intervention Program Committee (for all currently certified batterer intervention programs); b) Engage batterer intervention program providers in Justice and Courage efforts by attendance at Batterer Intervention Program Committee Meetings, extending invitations to Panel and committee meetings, and other activities to utilize the knowledge and insight of the staff at these programs; c) Review Adult Probation Department statistics to determine intervention program effectiveness—review completion rates, bench warrant rates, stay-away order rates, batterer program payment rates, and identify key areas for improvement; d) Explore possibility of County augmentation and amendments to state legislation regarding batterer intervention. i. Review literature regarding the efficacy of the 52-week model and Batterer Intervention Programs in general to determine best practices for which Justice and Courage can advocate.	Substantial Progress
<i>Strategic Plan (2009)</i>	173. Conduct an audit of training practices and resources within criminal justice agencies (as resources permit). a) Create a work-group to review curricula related to domestic violence, cultural competency, and responding to communities with complex risk factors, to determine appropriateness and efficacy of in-house training modules at each of the criminal justice agencies; b) Conduct a quantitative and qualitative assessment of both in-house and external trainings attended by criminal justice staff responding to domestic violence incidents; c) Determine gaps and overlaps in training offerings, both in-house and external, to maximize resources; d) Submit a report of training-related recommendations to department heads.	Incomplete

<i>Strategic Plan (2009)</i>	174. Establish stable, long-term funding for the Domestic Violence Response Cross-Training Institute. a) Seek out and apply for grant opportunities as they arise; b) Advocate for general fund support for the Institute with the Mayor, Board of Supervisors, and department heads.	In Progress
<i>Strategic Plan (2009)</i>	175. Implement recommendations made in the 2007 Safety and Accountability Audit Report. a) Convene monthly meetings of the Audit Implementation Committee to oversee regular evaluations of progress on implementation of Audit recommendations; b) Draft a City-Wide Memorandum of Understanding, per the July 2007 Executive Directive, to create a systemic protocol for responding to domestic violence, addressing those Audit recommendations that involve multiple departments and department head approval; c) Convene a Department Heads Summit to review the MOU, create buy-in, and sign the MOU; d) Produce a final report for the Mayor, Board of Supervisors, and department heads on the implementation of Audit recommendations by December 2010; e) Sunset the Audit Implementation Committee by December 2010.	Completed
<i>Strategic Plan (2009)</i>	176. Begin planning for the next Safety and Accountability Audit in 2010. a) Advocate for general fund support and/or seek other funding for a 2nd Safety and Accountability Audit; b) Conduct Safety and Accountability Audit by 2012.	Incomplete
<i>Strategic Plan (2009)</i>	177. Ensure that the implementation of JUS.T.I.S. remains a priority issue at all levels of government and within the community. a) Use department head meetings, meetings with the Mayor and mayoral staff, and contact with the Board of Supervisors to promote the rapid implementation of JUS.T.I.S.; b) Attend all meetings of the JUS.T.I.S. Governance Council to ensure that the priorities of Justice and Courage are addressed in its implementation, including the types of data collected.	Completed
<i>Strategic Plan (2009)</i>	178. Participate in the District Attorney's Stalking Task Force. a) Support the District Attorney's Office and Stalking Task Force in distributing its Stalking Resource Guide to the wider community, including to the housing community, and others that may interact with stalking victims; b) In collaboration with the District Attorney's Stalking Task Force, explore the benefits of holding a roundtable on the issue of stalking;	Incomplete

	c) Examine links between departments' stalking protocols to highlight and close any gaps in the systemic response; d) Advocate with the Department of Public Health for the long-term continuation and expansion of the Center for Special Problems, currently the only intervention program certified to work with convicted stalkers.	
<i>Strategic Plan (2009)</i>	179. Partner with the Office of Language Services (OLS) to improve City-wide language access. a) Become an active participant in the Language Access Coalition, specifically in efforts to develop officer training and resource materials; b) Monitor domestic violence content in the language fluency program; c) Monitor the expansion and institutionalization of the language fluency program.	Completed
<i>Strategic Plan (2009)</i>	180. Engage in committee-based and Panel-wide activities to address the issues and goals laid out in the Strategic Plan. a) Hold quarterly meetings of the Oversight Panel to discuss, plan for, and respond to domestic violence response issues; b) Continue to meet regularly (2-4 times annually) with department heads of each of the criminal justice agencies to inform them of concerns and build cross-departmental collaboration; c) Utilize the Media Committee ad hoc to respond to specific "high-profile" domestic violence events; d) Hold annual hearings at the Board of Supervisor's Public Safety Committee to draw attention and raise awareness about the ways that funding creates gaps in the system response to domestic violence and develop "champions" amongst government and elected San Francisco leadership.	Substantial Progress

Appendix B: Tabled Recommendations

In fulfilling the goals of the Audit, the Audit Implementation Committee carefully evaluated and critiqued the *Safety for All Audit* recommendations. Through its analysis, the Committee determined that 10 of the recommendations were either unnecessary or not a best practice for San Francisco. Therefore, in the *Courage to Change Report*, these recommendations were “Tabled,” meaning no further action was expected. A list of these recommendations with the Audit Implementation Committee’s rationale for tabling each has been provided below.¹⁸

Interagency

(35) Create a permanent community-based Training Network between the criminal justice system and community-based organizations (CBOs) serving domestic violence survivors, with a training coordinator that includes cross-training between CBO personnel and criminal justice personnel.

Though this recommendation has merit, it is not feasible given staffing and resources, and as such has been tabled. The proposed work happens in a less structured format, and each department will continue to partner with CBOs for training.

(37) Provide intra-net and web-based domestic violence training to criminal justice system agencies.

No agencies currently have the capacity for such a project on their own, though this recommendation could be included in the work of the proposed training network, if resources are identified for such a body.

(42) Enhance communication between criminal justice system agencies and community-based organizations that serve domestic violence survivors by developing a 24/7 Victim Advocacy Response System to strengthen linkages between patrol officers and advocates from all community-based domestic violence organizations, with participation by all community-based organizations, the Police Department, 911, and other relevant agencies.

Victim advocates staff the Domestic Violence Response Unit and are on-call after hours. There are no resources to develop additional systems of advocacy response at this time.

Police Department

(67) Cease using the “victim declination form” within the Domestic Violence Response Unit (DVRU), a form that victims sign indicating that they do not intend to participate in or “cooperate with” prosecuting the suspect in the case.

¹⁸ Copied from the Courage to Change Report available at: <http://sfgov.org/dosw/courage-change#AppendixE>.

This recommendation emerged out of the Audit Team's desire to protect victims, and to ensure that they understand all of their rights and options. When a victim signs the declination form, she may think that she has no further criminal justice recourse. However, the Police Department and the District Attorney's Office approve of the use of this form. If a police officer does not pursue an investigation at the request of a victim and that victim wishes to proceed at some later point, the officer may be open to liability. Both the Police Department and the District Attorney's Office indicate that they assure victims that they can change their minds at any point, even if they sign a declination form. For these reasons, the Police Department will continue using the form.

(71) More information is needed on the number and nature of Gone on Arrival (GOA) cases (i.e., those cases where the suspect is not present when officers respond to the scene), such as the number of such cases, dispatch priority level, and follow-up by subsequent interveners, including DVRU inspectors or the District Attorney's Office.

The Committee agreed that, while this recommendation is relevant, it is not immediately apparent what could be done to address this problem. The Committee acknowledged that 911 Gone on Arrivals do not receive any follow-up from the criminal justice system. Yet if a GOA involves stalking behavior, it would be important for the DVRU to follow-up and document the incident. No action is being taken on this recommendation at this time.

(74) Identify 2 to 3 officers to serve as on-site domestic violence experts for each police station to attend the Institute of Criminal Investigation trainings on domestic violence and other related topics, and to be available to do on-site training. In addition, these on-site experts could, in coordination with DVRU, provide 24/7 on-scene assistance to domestic violence cases, as needed.

The Committee believes that, while this may be a good idea in theory, this recommendation is not a best practice for San Francisco. The Police Department encourages officers in the field to call on the DVRU as the experts, rather than have part-time experts at the various stations who may or may not be available. DVRU inspectors have been instructed to be available 24/7 to visit scenes and support both officers and victims as needed. The DVRU inspectors can be trained and updated on the latest trends, procedures, and issues in a much more efficient way than a number of scattered officers in the field.

District Attorney's Office

(92) Within the District Attorney's office, staff the Domestic Violence Court with an in-court paralegal similar to the Public Defender's Office.

The Domestic Violence Unit in the District Attorney's Office has a paralegal that is available to the attorney staffing the Domestic Violence Court. The District Attorney's Office has stated that this staff person is sufficient for the needs of that Office.

Adult Probation Department

(113) Develop an inter-departmental protocol between the Adult Probation Department and the District Attorney's Office that establishes procedures for the handling of Motion to Revoke (MTR) hearings in both misdemeanor and felony cases.

Upon discussion among the Committee members, it is clear that such a protocol is not necessary. Both Adult Probation and the District Attorney's Office have written protocols in place for the handling of probation violations and the filing of MTRs, and in some cases, the court will order that an MTR be filed. Each can and do proceed independently with their MTR filing, but notify the other when this happens, a process that has been successful to date.

(115) Explore models for the creation of a crisis line and drop-in program for batterer defendants.

The Committee decided that this recommendation was not appropriate or a best practice for Adult Probation at this time. The model of a crisis line or drop-in center to prevent batterers from re-offending is a good one (the TALK line for parents to prevent child abuse is a good example of its value), but this is a project more appropriate for a CBO to undertake rather than a government agency charged with law enforcement. Adult Probation would support a batterer intervention program in setting up such a program, but there is no funding for such an effort at this time or in the foreseeable future.

(118) Explore models whereby the Adult Probation Department provides all batterer intervention programs, similar to the model currently employed within the San Francisco Jail.

The Committee decided that this recommendation was not appropriate or a best practice for Adult Probation at this time. The intent of this recommendation was to improve the accountability of batterer intervention programs by having them offered by Adult Probation. However, the Committee believes that the role of Adult Probation in improving accountability should be through increased and improved oversight, rather than in-house service provision, and a number of steps have been taken to address accountability issues, as detailed above.

Appendix C: Substantial Progress and In Progress Recommendations

To complete this final evaluation of the Justice and Courage Oversight Panel's work, the Department on the Status of Women surveyed the criminal justice agencies and community-based organizations. Through these surveys, the status of completion for each recommendation was ascertained. Representatives from each agency and organization provided comments and feedback that was used to provide these details for the recommendations that have substantial progress and are currently in progress.

Interagency

(2) Establish written protocols for regular and effective communication between the Police Department, the District Attorney's Office, the Adult and Juvenile Probation Departments, the Sheriff's Department and the courts (civil, criminal and juvenile divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and criminal history of defendants and regular communication between the heads of the specialized domestic violence units to share information regarding changes to processes and protocols of each department.

The criminal justice agencies reported that regular and effective communication occurred between agencies. In some cases, this communication was formalized through an advisory board or committee. However, explicit, written protocols do not exist to facilitate this process. Therefore, these agencies were deemed to have made substantial progress towards this recommendation.

(3) Establish written protocols for agreements between the Police Department, the District Attorney's Office and the Adult Probation Department regarding how each department will address probationers who are involved in new offenses or violations of probation. At a minimum protocols should provide:

- a) a mechanism for sharing of information,
- b) an outline of each department's role in responding to these situations,
- c) timelines for sharing information and action to be taken,
- d) guidelines that address both prosecution for new offenses and revocation of probation or parole,
- e) a tracking system to document interdepartmental communication, and
- f) the resolution of each case.

This documentation should be reviewed regularly to ensure that the protocols are adequate to affect a timely and effective response and that cases are resolved satisfactorily.

In December of 2013, the Police Department issued a memo regarding the supervision process. The Adult Probation and District Attorney's Office were consulted on this process. This memo is an important step towards this recommendation; however written protocols do not currently exist. As a result, the Police Department, Adult Probation Department, and District Attorney's Office achieve substantial progress on this recommendation.

(4) Develop collaborate agreements between the components of the criminal justice system (Police Department, District Attorney's Office, Adult Probation Department, and Superior Court) and social service and victim service programs. These agreements should establish effective referral processes and coordinate communication to victim/survivors of domestic violence. At a minimum, this referral process should specify how victim/survivors will be informed of their full options and legal rights, how victim/survivors will be referred to existing support services, what types of follow-up contacts will be made, and how referral and communication with victim/survivors will be documented.

The Adult Probation Department is in the process of creating a Victim and Community Restoration Program (VCRP) to serve victims of probationers as well as probationers who have been victims of violence and other crimes. The VCRP will work collaboratively with community-based organizations to address the numerous needs of sexual assault, domestic violence, and stalking victims through three components: the Restitution Work Project; case management for crisis intervention and stabilization; and empowerment classes and ongoing support. Due to the Adult Probation Department's ongoing efforts, this recommendation is deemed in progress.

(7) Cooperate in the development and implementation of a compatible computer system(s), such as the Justice Information System (JUS.T.I.S.), to ensure that effective tracking of current and accurate data can be shared between the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department, and the courts (civil and criminal divisions). This system should allow for access to information regarding criminal activity within the City and County of San Francisco as well as jurisdictions outside of San Francisco. This system should provide instant notification to the appropriate departments when a probationer or parolee is involved in any reported crime.

The City is still working towards this goal, convening regular meetings involving representatives from each criminal justice agency and members of the Justice and Courage subcommittees. As a result, this recommendation is still in progress. It is important to note that there has been important, if incremental, progress. The District Attorney's Office is piloting electronic subpoenas for the first time. The Police Department has completed a Crime Data Warehouse that has facilitated digital (no longer paper-based) data exchanges. The Department on the Status of Women is expecting to be able to generate data reports on the incidence of domestic and family violence by September 2014.

(8) Review existing policies, and where needed, establish new policies for the Police Department, the District Attorney's Office, the courts and social services related to child witnesses of family violence. Training should be provided to all staff in all departments on the effect of exposure to domestic violence on children. Where possible and appropriate, departments and programs should work collaboratively with SafeStart and the Greenbook Project as well as other child welfare programs.

The Police Department is in the process of updating its general order on domestic violence, and the provisions on when to refer cases involving child witnesses of domestic violence to Family and Children's Services. The District Attorney's office does consider adding child endangerment charges to domestic violence cases where children witness the violence. Rally Supervised Visitation Services has expanded its court-ordered supervised visitation services to now include therapeutic visits for children exposed to domestic violence. Family Court Services now shows a video on the impact of exposure to domestic violence on children to all parents appearing in family court for the domestic violence restraining order calendar. Thus this recommendation is in progress.

(9) Review and enforce employee policies on domestic violence and violence in the workplace to ensure that employees who are victim/survivors of domestic violence are accorded their full legal rights. Ensure that every legal effort is made to hold employees who are domestic violence offenders accountable in their workplace.

Beginning in the summer of 2014, the Department of Human Resources will work with the Department on the Status of Women to update San Francisco's policy on domestic violence and the workplace. This recommendation is in progress.

(10) Review domestic violence training for staff in all components of the civil and criminal justice and social service systems. Advocates who work against domestic violence must be included in the review of existing trainings, in developing new or revised training protocols, and in providing trainings. Funding should be made available to ensure that advocates and domestic violence experts are able to participate fully in developing and implementing trainings. All trainings must include:

- a) victim sensitivity,
- b) cultural diversity,
- c) dynamics of domestic violence,
- d) the connections between domestic violence and substance abuse, and
- e) cross-training on the role of other services and/or systems which victim/survivors of violence encounter.

The Justice and Courage Oversight Panel reported that this has been done to some extent in the past, but it is not ongoing due to lack of funding. Due to the nature of this recommendation, it was considered that substantial progress has been made regarding the training detailed in this recommendation.

(11) Develop programs to reduce the burn-out and secondary trauma of staff assigned to domestic violence units. Work on issues of domestic violence is extremely challenging, personally and professionally. Staff of any criminal justice agency, social service agency, or community-based program who deal with domestic violence issues on a regular basis should have access to stress reduction programs, counseling, and other programs or services which address or reduce the impact of secondary trauma. In addition, staff assigned to work in specialized units or programs should be given the opportunity to rotate assignments frequently and/or other accommodations should be made available to reduce burnout and vicarious trauma.

The Domestic Violence Consortium and several other organizations have hosted Laura Vandernoot Lipsky's "Trauma Stewardship" workshops over the last three years. Since 2012, these workshops have been available to criminal justice agency staff as well. As this recommendation requires ongoing effort, the agencies were deemed to have made substantial progress towards fulfilling this item.

(13) Increase resources for community based domestic violence agencies. The study completed in 2000 by the Department on the Status of Women titled *Violence Against Women and Girls in San Francisco: Meeting the Needs of Survivors* documents a need to invest more resources in San Francisco violence against women service delivery systems. The report clearly documents barriers that survivors of domestic violence face when seeking support and the need for additional programs and funding to reduce or eliminate these barriers.

The Department on the Status of Women's funding for community based domestic violence agencies has increased 25% from \$3,298,927 in fiscal year 2012-2013 to \$4,120,630 in fiscal year 2013-2014. However, funding from state and federal sources has been reduced. As more resources are still needed and this work is ongoing, this recommendation was considered to have had substantial progress.

(14) Evaluate civil and criminal justice and social service systems regarding their accessibility to people who do not speak and/or read English. Develop and implement a plan to improve access to services for non-English speakers and/or readers.

As described in the Limited English Proficient Services section, several criminal justice agencies have completed this recommendation. The Bridges to Freedom program and the training video developed by the Police Department in conjunction with community service providers are prime examples of this work. However, there is still work to be done in other criminal justice agencies in San Francisco. Consequently, this recommendation was identified to have had substantial progress.

(27) Update all Victim Resource Cards to include the District Attorney's Victim Services Division and 311 (non-emergency City services). In addition, all translations of criminal justice system documents should include pictures where possible, since direct translations from English to another language may be confusing or inaccurate. (Pictures may also benefit illiterate victims.)

Currently, the Victim resources Cards include the number for the District Attorney's Victim Services Division. However, the 311 number is not provided. The card is translated into other language without pictures. Consequently, this recommendation is only partially complete.

Police Department

(63) The Police Department should review data collection procedures and, where necessary, expand data collection to include documentation of the number of:

- e) domestic violence calls to the police,
- f) domestic violence police reports,
- g) domestic violence related arrests,
- h) misdemeanor domestic violence charges,
- i) felony domestic violence charges,
- j) Emergency Protective Orders (EPOs) requested,
- k) EPOs granted,
- l) domestic violence reports investigated by the DVRU, and
- m) domestic violence cases presented to the District Attorney's Office regardless of outcome.

The Police Department collects data on all of these items except the number of Emergency Protective Orders that are requested or granted. As a result, the Police Department has made substantial progress towards fulfilling this recommendation.

District Attorney's Office

(87) Review and evaluate existing training on domestic violence. Mandatory initial trainings (recommend 40 hours) and annual advanced trainings (recommend eight hours) should be provided for all prosecutors, investigators and advocates assigned to domestic violence misdemeanor and felony cases. In addition to these trainings, the District Attorney should make funds available for staff assigned to domestic violence cases to attend specialized and advanced trainings provided by organizations and trainers outside the department.

As of April 2014, the Domestic Violence Team Managing Attorney, Elizabeth Aguilar Tarchi, is currently developing an in-house curriculum on domestic violence. Therefore, this recommendation is still in progress.

Adult Probation Department

(106) Review data collection procedures currently used by the Adult Probation Department and, where necessary, expand data collection to include documentation of the following domestic violence statistics:

- a) probationers on domestic violence felonies,
- b) probationers on domestic violence misdemeanors,
- c) probation revocations,
- d) probationers sent to jail for violations of probation,
- e) probationers whose probation is extended after violation of probation;
- f) probationers convicted of another crime while on probation and the type of crime committed,
- g) cases where revocation is denied, and
- h) cases of offenders who completed probation and were later sentenced to an additional probation sentence for another crime.

The Adult Probation Department is in the process of developing a new case management system. Currently, the Adult Probation Department has the capability to collect data on all of the recommended items except for the number of probationers convicted of another crime while on probation and the type of crime committed, cases where revocation is denied, and cases of offenders who completed probation and were later sentenced to an additional probation sentence for another crime. The Adult Probation Department is exploring the possibility of expanding data collection to include the recommended items in the new case management system. As a result, this recommendation is still in progress.

(108) Develop an evaluation tool for offender treatment programs. Batterer intervention programs should be required to maintain and submit, on a regular basis, information on offenders sufficient for the Adult Probation Department to evaluate the effectiveness of the program's interventions. The Adult Probation Department should maintain data on program assignments, dropouts, completion records, and recidivism rates of offenders assigned to each program. This information should be available to the public.

In 2012, Chief Probation Officer, Wendy Still, appointed a Batterer Intervention Program review team to assist with the observation and audit of all batterer intervention programs, provide recommendations for the batterer intervention program certification process, make recommendations for responsive training, and review and modify all batterer intervention program forms to ensure adherence to state law and the Adult Probation Department's standards for batterer intervention programs. Additionally, the forms and protocols that the Domestic Violence Unit supplies to batterer intervention programs were revised and are modified as needed.

As previously mentioned, the Adult Probation Department is developing a new case management system. The current system already documents the number of clients that were referred to a program, and who enrolled, failed, or completed the program. The new system will build upon this model and include the capability of gathering and maintaining data on program assignments, dropouts, and completion records. Therefore, this recommendation is still in progress.

(111) Include a domestic violence risk/danger assessment tool in the Adult Probation Department's Probation Supplemental Reports, and institute risk assessment protocol for all criminal justice agencies, including training to cover the usage of such assessments.

The Adult Probation Department is in the process of implementing a domestic violence risk assessment tool. The Department plans to use either the supplemental domestic violence risk/danger assessment tool (DVSII-R) from COMPAS or the ODARA after staff is trained on the proper use of the tool. Consequently, this recommendation is in progress.

Criminal Division Court

(132) The Superior Court should review data collection procedures and, where necessary, expand data collection to include documentation of the following statistics regarding domestic violence:

- n. domestic violence cases handled by the courts each year;
- o. arrest warrants for domestic violence issued by the court;
- p. dismissals of domestic violence cases;
- q. domestic violence cases plea-bargained;
- r. convictions resulting in state prison sentences, county jail terms, suspended sentences, probation, community services, mandated participation in offender treatment programs, and/or assessment of fines;
- s. total amount of fines assessed by the court annually;
- t. probationers who have probation revoked and the reasons for the revocation;
- u. defendants who have Stay Away Orders issued against them;
- v. defendants who have Stay Away Orders against them lifted;
- w. defendants who fail to successfully complete an offender treatment program;
- x. domestic violence defendants who fail to pay fines assessed against them;
- y. domestic violence defendants who fail to appear in court as ordered; and
- z. average jail and prison sentences for convictions resulting in jail or prison time

The Criminal Division of the Superior Court reported that data collection is limited due to its current criminal case management system. They are in the process of developing a new case management

system which will enable them to capture most, if not all of the recommended data. This new system is anticipated to launch in April 2016. Therefore, this recommendation is still in progress.

(136) Refurbish Department 13 and devote adequate resources to the dedicated domestic violence court (including personnel, technological resources, and safe waiting places for victims).

As of April 2014, all of the courtrooms at the Hall of Justice are in the process of being refurbished. Thus, this recommendation is still in progress.

Family Division Court

(142) Establish protocols for regular and effective communication between Family Court and the Criminal Domestic Violence Court, the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the Department of Human Services. These protocols should minimally provide a mechanism for interdepartmental tracking of cases and sharing of information regarding changes in departmental processes and protocols.

The Family Division of the Superior Court reported that it communicates and works closely with the other criminal justice agencies to ensure that information is shared effectively. However, there are no written protocols outlining this process. The lack of formal protocols resulted in this recommendation being identified as having had substantial progress.

(148) Enhance communication between criminal justice system agencies by developing written protocols on communication between criminal court and family court, including updated technological communication, such as access to all court-related computer networks.

As of April 2014, the Family Court is working on obtaining a new content management system which will facilitate information sharing between criminal justice agencies and departments. Although the Court does not have any written protocols for this communication, this recommendation is identified as in progress due to the development of a new content management system.

Child Protective Services

(157) Establish protocols for regular and effective communication between the Department of Human Services and the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the courts (civil and criminal divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and sharing of information regarding changes in departmental processes and protocols.

The San Francisco Human Services Agency's Family and Children's Services Division (Child Protective Services) is developing a law enforcement protocol related to the investigation of child abuse cases. This process will include the creation of a regular forum for meetings with the Police Department and potentially could include the District Attorney's Office. Additionally, the newly opened Child Advocacy Center is forming a multidisciplinary advisory committee, which will include representatives from the Human Services Agency, the Police Department, and the District Attorney's Office, that will meet

regularly to provide oversight of the operations of the advocacy center. This developing protocol and multidisciplinary advisory committee indicate that this recommendation is in progress.

Community-Based Organizations

(161) Review protocols, policies, and statutory requirements regarding confidentiality and communication between victim services and law enforcement to ensure that information about ongoing criminal incidents is provided where appropriate.

Currently, confidential information is shared on a case-by-case basis between community-based providers and law enforcement. While information is not shared through formal protocols or policies, the case-by-base practice was deemed to be substantial progress towards fulfilling this recommendation.

(162) Provide intervention, shelter, transitional housing, and legal services for victim/survivors of domestic violence who have histories or current experiences with substance abuse or sex work.

Through the work of the Justice and Courage Oversight Panel, shelter services for those with current or past experience with substance abuse and sex work have been strengthened. Additionally, the Department on the Status of Women funds Women in Dialogue's In Defense of Prostitute Women's Safety Project, which provides advocacy services in San Francisco. Yet it is still difficult to place survivors who are currently abusing substances in a group shelter. Consequently, this recommendation was identified as having had substantial progress.

Oversight Panel

(168) By the end of 2011, create a protocol for responding to domestic violence incidents for all City-, State-, or Federally-funded housing sites, including single room occupancy sites and other affordable housing units.

- a) Convene a work-group of Justice and Courage Panel members, representatives from the Housing Authority, the Mayor's Office of Housing, the Human Services Agency's Housing and Homelessness Division, and housing and domestic violence advocates from the community to determine an appropriate and effective protocol for use at housing sites when domestic violence incidents occur.
 - i. Utilize/start from the plan developed by Bay Area Legal Aid that outlines many of the current safety needs at housing sites.
- b) Conduct training at housing sites and other appropriate places regarding the protocol, once developed and formalized.
 - i. Engage the Police Department in both the creation of the protocol as well as in training of housing site staff members to support the building of good relationships and communication between housing sites and the Police Department.

The Justice and Courage Housing for Domestic Violence Survivors committee members have been successfully working on this recommendation. Domestic violence advocates conducted a domestic

violence training for subsidized housing sites in San Francisco in 2011, and in 2014 trained all San Francisco Housing Authority staff on domestic violence. In 2014, the City allocated funding for the first time for two community-based domestic violence advocates to be placed at the San Francisco Housing Authority. However, the protocol is still being developed. As a result, this recommendation was considered in progress.

(170) Ensure that all San Francisco judges and commissioners receive the training necessary to understand the dynamics of domestic violence cases, both criminal and civil.

- a) Build partnerships with the Family Violence Prevention Fund, which offers training for judges nationally, to engage local judges in these efforts.
- b) Advocate with the Presiding Judge and others for the creation of a formalized local policy requiring training about domestic violence for all judicial officer.

As described in the Judicial Participation section, the Justice and Courage Oversight Panel successfully engaged with the Superior Court judges and facilitated the creation of a domestic violence bench book. Furthermore, a lethality assessment training for domestic violence cases was held with all of the San Francisco Superior Court judges in May of 2013. However, a formalized, local policy that requires all judicial officers to receive training on domestic violence was not accomplished. Therefore, this recommendation was deemed as having substantial progress.

(171) Cultivate relationships with judges and stakeholders in the judicial system to build a peer network that can advocate for changing the culture of the San Francisco judicial system to consider the safety of victims above judicial neutrality concerns.

- a) Outreach to key judicial stakeholders, including Deputy Presiding Judge Feinstein, Judge Lee, Judge Morgan, and others to encourage their engagement with the work of Justice and Courage.
- b) Formally recognize those judges that make a clear effort to address the safety concerns of victims and hold batterers accountable through resolutions and other forms of acknowledgement.
- c) Support local Court Watch efforts to visibly pressure the courts to address victims' safety concerns and hold batterers accountable for their crimes.

The Justice and Courage Oversight Panel has successfully engaged with several of the key judicial stakeholders. For example, Judge Kelly of the criminal domestic violence court participates in the Family Violence Council, which will continue the work of Justice and Courage. Similarly, the San Francisco Commission on the Status of Women recognized Presiding Judge Cynthia Lee in 2014 for the domestic violence training she mandated for all superior court judges. Oversight Panel members also participate in the Domestic Violence Consortium's Court Watch activities. Therefore, the Oversight Panel has made substantial progress towards this recommendation.

(172) Work with the Adult Probation Department, the Judiciary, and Batterer Intervention Programs to develop improved accountability and oversight mechanisms for Batterer Intervention Programs.

- a) Participate in Adult Probation Department's Batterer Intervention Program-Community Advisory Committee and Adult Probation Department's Batterer Intervention Program Committee (for all currently certified batterer intervention programs).

- b) Engage batterer intervention program providers in Justice and Courage efforts by attendance at Batterer Intervention Program Committee Meetings, extending invitations to Panel and committee meetings, and other activities to utilize the knowledge and insight of the staff at these programs.
- c) Review Adult Probation Department statistics to determine intervention program effectiveness—review completion rates, bench warrant rates, stay-away order rates, batterer program payment rates, and identify key areas for improvement.
- d) Explore possibility of County augmentation and amendments to state legislation regarding batterer intervention.
 - i. Review literature regarding the efficacy of the 52-week model and batterer intervention programs in general to determine best practices for which Justice and Courage can advocate.

In 2012, the Adult Probation Department appointed a batterer intervention program review team, which included Justice and Courage Oversight Panel members and leaders of domestic violence community-based service providers. This team audited each batterer intervention program, provided recommendations for the batterer intervention program certification process and for responsive training, and reviewed and modified all batterer intervention program forms to ensure adherence to state law and the Adult Probation Department's standards. The Adult Probation Department has been very responsive to the audit and is currently working to fill the gaps it identified, such as the lack of batterer intervention program services provided in Cantonese. Through these efforts, the Oversight Panel was judged to have had substantial progress fulfilling this recommendation.

(174) Establish stable, long-term funding for the Domestic Violence Response Cross-Training Institute.

- a) Seek out and apply for grant opportunities as they arise.
- b) Advocate for general fund support for the Institute with the Mayor, Board of Supervisors, and department heads.

The Department on the Status of Women has applied for funding from the Office on Violence Against Women to re-establish the cross-training institute. Therefore, this recommendation was considered in progress.

(180) Engage in committee-based and Panel-wide activities to address the issues and goals laid out in the Strategic Plan.

- a) Hold quarterly meetings of the Oversight Panel to discuss, plan for, and respond to domestic violence response issues.
- b) Continue to meet regularly (2-4 times annually) with department heads of each of the criminal justice agencies to inform them of concerns and build cross-departmental collaboration.
- c) Utilize the Media Committee ad hoc to respond to specific "high-profile" domestic violence events.
- d) Hold annual hearings at the Board of Supervisor's Public Safety Committee to draw attention and raise awareness about the ways that funding creates gaps in the system response to domestic violence and develop "champions" amongst government and elected San Francisco leadership.

The Justice and Courage Oversight Panel worked tirelessly to fulfill the goals laid out in the *Strategic Plan*. Panel members attended quarterly meetings to address domestic violence response issues and met with department heads to facilitate cross-department collaboration across the City. However, the Media Committee was not reconvened after 2008 and the Panel was unable to hold annual hearings at the Board of Supervisor's Public Safety Committee. Therefore, this recommendation was judged to have had substantial progress.

Appendix D: Unfinished Recommendations to be Addressed by the Family Violence Council

INTERAGENCY		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	1. Establish written protocols for regular and effective communication between the Police Department, the District Attorney's Office, the Adult and Juvenile Probation Departments, the Sheriff's Department and the courts (civil, criminal and juvenile divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and criminal history of defendants and regular communication between the heads of the specialized domestic violence units to share information regarding changes to processes and protocols of each department. (#2 in Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	2. Establish written protocols for agreements between the Police Department, the District Attorney's Office and the Adult Probation Department regarding how each department will address probationers who are involved in new offenses or violations of probation. At a minimum protocols should provide: a) a mechanism for sharing of information, b) an outline of each department's role in responding to these situations, c) timelines for sharing information and action to be taken, d) guidelines that address both prosecution for new offenses and revocation of probation or parole, e) a tracking system to document interdepartmental communication, and f) the resolution of each case. This documentation should be reviewed regularly to ensure that the protocols are adequate to affect a timely and effective response and that cases are resolved satisfactorily. (#3 in Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	3. Develop collaborative agreements between the components of the criminal justice system (Police Department, District Attorney's Office, Adult Probation Department, and Superior Court) and social service and victim service programs. These agreements should establish effective referral processes and coordinate communication to victim/survivors of domestic violence. At a minimum, this referral process should specify how victim/survivors will be informed of their full options and legal rights, how victim/survivors will be referred to existing support services, what types of follow-up contacts will be made, and how referral and communication with victim/survivors will be documented. (#4 in Justice and Courage Report)	In Progress
<i>Justice and Courage</i> (2002)	4. Establish an evaluation process to monitor the implementation of individual agency and interdepartmental protocols regarding domestic violence and regularly evaluate the effectiveness of existing policies and service delivery systems. Evaluation procedures may include auditing individual agency	Incomplete

	performance, evaluation of individual cases, spot checks, or other methods. (#5 in Justice and Courage Report)	
<i>Justice and Courage</i> (2002)	5. Establish departmental complaint procedures for each component of the criminal justice and social service systems that victim/survivors can use to address instances in which they feel that they have not received adequate response to a domestic violence situation. Departments should develop internal databases to track complaints and resolution of complaints. Complaints should be reviewed regularly within the individual departments to assess for breakdowns in the policies and procedures and/or for individual performance issues and between departments to assess the service delivery systems overall. (#6 in Justice and Courage Report)	Incomplete
<i>Justice and Courage</i> (2002)	6. Cooperate in the development and implementation of a compatible computer system(s), such as the Justice Information System (JUS.T.I.S.), to ensure that effective tracking of current and accurate data can be shared between the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department, and the courts (civil and criminal divisions). This system should allow for access to information regarding criminal activity within the City and County of San Francisco as well as jurisdictions outside of San Francisco. This system should provide instant notification to the appropriate departments when a probationer or parolee is involved in any reported crime. (#7 in Justice and Courage Report)	In Progress
<i>Justice and Courage</i> (2002)	7. Review existing policies, and where needed, establish new policies for the Police Department, the District Attorney's Office, the courts and social services related to child witnesses of family violence. Training should be provided to all staff in all departments on the effect of exposure to domestic violence on children. Where possible and appropriate, departments and programs should work collaboratively with SafeStart and the Greenbook Project as well as other child welfare programs. (#8 in Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	8. Review and enforce employee policies on domestic violence and violence in the workplace to ensure that employees who are victim/survivors of domestic violence are accorded their full legal rights. Ensure that every legal effort is made to hold employees who are domestic violence offenders accountable in their workplace. (#9 in Justice and Courage Report)	In Progress
<i>Justice and Courage</i> (2002)	9. Review domestic violence training for staff in all components of the civil and criminal justice and social service systems. Advocates who work against domestic violence must be included in the review of existing trainings, in developing new or revised training protocols, and in providing trainings. Funding should be made available to ensure that advocates and domestic violence experts are able to participate fully in developing and implementing trainings. All trainings must include: a) victim sensitivity;	Substantial Progress

	b) cultural diversity; c) dynamics of domestic violence; d) the connections between domestic violence and substance abuse; and e) cross-training on the role of other services and/or systems which victim/survivors of violence encounter. (#10 in Justice and Courage Report).	
<i>Justice and Courage</i> (2002)	10. Develop programs to reduce the burn-out and secondary trauma of staff assigned to domestic violence units. Work on issues of domestic violence is extremely challenging, personally and professionally. Staff of any criminal justice agency, social service agency, or community-based program who deal with domestic violence issues on a regular basis should have access to stress reduction programs, counseling, and other programs or services which address or reduce the impact of secondary trauma. In addition, staff assigned to work in specialized units or programs should be given the opportunity to rotate assignments frequently and/or other accommodations should be made available to reduce burnout and vicarious trauma. (#11 in Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	11. Increase resources for community based domestic violence agencies. A recent study completed by the Department on the Status of Women titled <i>Violence Against Women and Girls in San Francisco: Meeting the Needs of Survivors</i> documents a need to invest more resources in San Francisco violence against women service delivery systems. The report clearly documents barriers that survivors of domestic violence face when seeking support and the need for additional programs and funding to reduce or eliminate these barriers. (#13 in Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	12. Evaluate civil and criminal justice and social service systems regarding their accessibility to people who do not speak and/or read English. Develop and implement a plan to improve access to services for non-English speakers and/or readers. (#14 in Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	13. Establish clear protocols and tools for components of the criminal justice system, social service system, victim services programs, and batterer treatment programs to assess for the primary aggressor. Review criminal justice statistics regarding mutual arrests to evaluate for systemic problems related to the determination of primary aggressor and/or situations erroneously defined as mutual battery/combat. Evaluate protocols and tools regularly, including feedback from victim service programs and offender treatment programs. (#15 in Justice and Courage Report)	Incomplete
<i>Justice and Courage</i> (2002)	14. Evaluate civil and criminal justice and social service systems regarding their accessibility to people with physical and mental disabilities. Develop and implement plans to improve access to services for people with disabilities. (#16 in Justice and Courage Report)	Incomplete

<i>Courage to Change</i> (2010)	15. Identify and allocate more money for quality domestic violence training across all criminal justice system agencies, including dedicated funding for ongoing, regular domestic violence training. (#1 of Training Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	16. Enhance communication between criminal justice system agencies and victims by creating written protocol and training for all departments on victim contact. Protocols should consider victim contact by multiple criminal justice agencies and strive to reduce repeat or contradictory phone contacts with victims. (#3c of Communication Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	17. Provide mandatory training and cross-training for all criminal justice system interveners on stalking as part of the Stalking Task Force or a separate group. All training should be in conjunction with criminal justice practitioners and community-based organizations. (#4 of Stalking Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	18. Create a systematized way of ensuring that all identified stalking victims are identified as such despite the level of crime charged (e.g., misdemeanor or felony) and are connected with community-based advocacy services (e.g. La Casa de las Madres and/or other organizations). (#5 of Stalking Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	19. Review the certification and training requirements for the "City certified interpreter roster" to determine if domestic violence training is included, available, and/or required for City certified interpreters, and determine whether the roster is accessible to all Departments. (#2 of Language Access and Cultural Competency Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	20. Update all Victim Resource Cards to include the District Attorney's Victim Services Division and 311 (non-emergency City services). In addition, all translations of criminal justice system documents should include pictures where possible, since direct translations from English to another language may be confusing or inaccurate. (Pictures may also benefit illiterate victims.) (#5 of Language Access and Cultural Competency Recommendations in Courage to Change Report)	Substantial Progress
<i>Courage to Change</i> (2010)	21. Establish ongoing and regularly updated cultural competency training in all criminal justice system departments in conjunction with community-based organizations that have a history of working with LEP domestic violence victims. Domestic violence training could be incorporated into existing cultural competency training provided by CBOs at the Police Academy and elsewhere within the criminal justice system. (#7 of Language Access and Cultural Competency Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	22. Establish a Task Force made up of key agencies and community-based organizations to ensure Audit Team recommendations regarding LEP victims	Incomplete

(2010)	are implemented within San Francisco and its relevant criminal justice agencies. (#8 of Language Access and Cultural Competency Recommendations in Courage to Change Report)	
<i>Courage to Change</i> (2010)	23. Provide education and training for all criminal justice practitioners on traditionally underserved and underrepresented communities, including the impact of domestic violence in these communities. (#1 of Complexity of Risk Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	24. Conduct additional research on criminal justice system responses to traditionally underserved and underrepresented communities in San Francisco, including how issues of victim safety and batterer accountability are or are not accounted for by city departments. (#3 of Complexity of Risk Recommendations in Courage to Change Report)	Incomplete
<i>Courage to Change</i> (2010)	25. Convene a local dialogue group in collaboration with the California Partnership to End Domestic Violence – Bay Area Public Policy Research Committee, and the San Francisco Domestic Violence Consortium, to include batterer intervention programs, victim service programs, criminal justice system agencies, children's groups, elder abuse groups, and other groups as identified, to explore the following questions: What is accountability? What does safety mean in different communities? (#4 of Complexity of Risk Recommendations in Courage to Change Report)	Incomplete

SAN FRANCISCO POLICE DEPARTMENT

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	26. The Police Department should review data collection procedures and, where necessary, expand data collection to include documentation of the number of: a) domestic violence calls to the police; b) domestic violence police reports; c) domestic violence related arrests; d) misdemeanor domestic violence charges; e) felony domestic violence charges; f) Emergency Protective Orders (EPOs) requested; g) EPOs granted; h) domestic violence reports investigated by the DVRU; and i) domestic violence cases presented to the District Attorney's Office regardless of outcome. (#15 in Justice and Courage Report).	Substantial Progress

DISTRICT ATTORNEY'S OFFICE

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	27. Review and evaluate existing training on domestic violence. Mandatory initial trainings (recommend 40 hours) and annual advanced trainings (recommend eight hours) should be provided for all prosecutors, investigators and	In Progress

	advocates assigned to domestic violence misdemeanor and felony cases. In addition to these trainings, the District Attorney should make funds available for staff assigned to domestic violence cases to attend specialized and advanced trainings provided by organizations and trainers outside the department. (#10 in District Attorney's Office section of Justice and Courage Report)	
ADULT PROBATION DEPARTMENT		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	28. Review data collection procedures currently used by the Adult Probation Department and, where necessary, expand data collection to include documentation of the following domestic violence statistics: a) probationers on domestic violence felonies; b) probationers on domestic violence misdemeanors; c) probation revocations; d) probationers sent to jail for violations of probation; e) probationers whose probation is extended after violation of probation; f) probationers convicted of another crime while on probation and the type of crime committed; g) cases where revocation is denied; and h) cases of offenders who completed probation and were later sentenced to an additional probation sentence for another crime. (#14 in Adult Probation Department section of Justice and Courage Report)	In Progress
<i>Justice and Courage</i> (2002)	29. Develop an evaluation tool for offender treatment programs. Batterer intervention programs should be required to maintain and submit, on a regular basis, information on offenders sufficient for the Adult Probation Department to evaluate the effectiveness of the program's interventions. The Adult Probation Department should maintain data on program assignments, dropouts, completion records, and recidivism rates of offenders assigned to each program. This information should be available to the public. (#16 in Adult Probation Department section of Justice and Courage Report)	In Progress
<i>Courage to Change</i> (2010)	30. Include a domestic violence risk/danger assessment tool in the Adult Probation Department's Probation Supplemental Reports, and institute risk assessment protocol for all criminal justice agencies, including training to cover the usage of such assessments. (#5 of Administrative Practices Recommendations in Courage to Change Report)	In Progress
SAN FRANCISCO SUPERIOR COURT – CRIMINAL DIVISION		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	31. Establish a Domestic Violence Court to handle felony and misdemeanor domestic violence cases. This court would build upon the model of the existing Domestic Violence Misdemeanor Court allowing for closer supervision of all	Incomplete

	domestic violence defendants and probationers. (#2 in Criminal Court section of Justice and Courage Report)	
<i>Justice and Courage</i> (2002)	32. The Superior Court should review data collection procedures and, where necessary, expand data collection to include documentation of the following statistics regarding domestic violence: a. domestic violence cases handled by the courts each year; b. arrest warrants for domestic violence issued by the court; c. dismissals of domestic violence cases; d. domestic violence cases plea-bargained; e. convictions resulting in state prison sentences, county jail terms, suspended sentences, probation, community services, mandated participation in offender treatment programs, and/or assessment of fines; f. total amount of fines assessed by the court annually; g. probationers who have probation revoked and the reasons for the revocation; h. defendants who have Stay Away Orders issued against them; i. defendants who have Stay Away Orders against them lifted; j. defendants who fail to successfully complete an offender treatment program; k. domestic violence defendants who fail to pay fines assessed against them; l. domestic violence defendants who fail to appear in court as ordered; and m. average jail and prison sentences for convictions resulting in jail or prison time. (#13 in Criminal Court section of Justice and Courage Report)	In Progress
<i>Courage to Change</i> (2010)	33. Refurbish Department 13 and devote adequate resources to the dedicated domestic violence court (including personnel, technological resources, and safe waiting places for victims). (#14 of Batterer Accountability Recommendations in Courage to Change Report)	In Progress

SAN FRANCISCO SUPERIOR COURT – FAMILY DIVISION

Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	34. Establish protocols for regular and effective communication between Family Court and the Criminal Domestic Violence Court, the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the Department of Human Services. These protocols should minimally provide a mechanism for interdepartmental tracking of cases and sharing of information regarding changes in departmental processes and protocols. (#1 in Family Court section of Justice and Courage Report)	Substantial Progress
<i>Courage to Change</i>	35. Enhance communication between criminal justice system agencies by developing written protocols on communication between criminal court and	In Progress

(2010)	family court, including updated technological communication, such as access to all court-related computer networks. (#1a of Communication Recommendations in Courage to Change Report)	
DEPARTMENT OF HUMAN SERVICES – CHILD PROTECTIVE SERVICES		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	36. Establish protocols for regular and effective communication between the Department of Human Services and the Police Department, the District Attorney's Office, the Adult Probation Department, the Sheriff's Department and the courts (civil and criminal divisions). At a minimum, these protocols should provide a mechanism for interdepartmental tracking of cases and sharing of information regarding changes in departmental processes and protocols. (#1 in Child Protective Services section of Justice and Courage Report)	In Progress
COMMUNITY-BASED SERVICES		
Source	Recommendation	Status
<i>Justice and Courage</i> (2002)	37. Review protocols, policies, and statutory requirements regarding confidentiality and communication between victim services and law enforcement to ensure that information about ongoing criminal incidents is provided where appropriate. (#1 in Community-Based Services section of Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	38. Provide intervention, shelter, transitional housing, and legal services for victim/survivors of domestic violence who have histories or current experiences with substance abuse or sex work. (#2 in Community-Based Services section of Justice and Courage Report)	Substantial Progress
<i>Justice and Courage</i> (2002)	39. Review existing criminal justice advocacy services provided to victim/survivors to ensure that advocacy services are comprehensive, coordinated, seamless, and support victim/survivors throughout their interaction with the criminal justice system. (#5 in Community-Based Services section of Justice and Courage Report)	Incomplete
JUSTICE AND COURAGE OVERSIGHT PANEL		
Source	Recommendation	Status
<i>Strategic Plan</i> (2009)	40. In 2010, establish a Resource Committee to identify resource gaps and pursue additional resources. a) Partner with the Controller's City Services Auditor to conduct an audit of the City and County of San Francisco's investment in domestic violence services, possibly focusing on one aspect of these services, such as training or housing; b) Assess the impact of recent and impending cuts, including state and	Incomplete

	federal cuts, to determine new gaps in services; c) Use tools developed in the original Resources Committee to research possible sources of income, such as the Real Estate Fraud Fund. (Section A Objective 1 in Strategic Plan)	
Strategic Plan (2009)	41. By the end of 2011, create a protocol for responding to domestic violence incidents for all City-, State-, or Federally-funded housing sites, including single room occupancy sites and other affordable housing units. a) Convene a work-group of Justice and Courage Panel members, representatives from the Housing Authority, the Mayor's Office of Housing, the Human Services Agency's Housing and Homelessness Division, and housing and domestic violence advocates from the community to determine an appropriate and effective protocol for use at housing sites when domestic violence incidents occur; i. Utilize/start from the plan developed by Bay Area Legal Aid that outlines many of the current safety needs at housing sites. b) Conduct training at housing sites and other appropriate places regarding the protocol, once developed and formalized. i. Engage the Police Department in both the creation of the protocol as well as in training of housing site staff members to support the building of good relationships and communication between housing sites and the Police Department. (Section B Objective 1 in Strategic Plan)	In Progress
Strategic Plan (2009)	42. Ensure that all San Francisco judges and commissioners receive the training necessary to understand the dynamics of domestic violence cases, both criminal and civil. a) Build partnerships with the Family Violence Prevention Fund, which offers training for judges nationally, to engage local judges in these efforts; b) Advocate with the Presiding Judge and others for the creation of a formalized local policy requiring training about domestic violence for all judicial officer. (Section C Objective 2 in Strategic Plan)	Substantial Progress
Strategic Plan (2009)	43. Cultivate relationships with judges and stakeholders in the judicial system to build a peer network that can advocate for changing the culture of the San Francisco judicial system to consider the safety of victims above judicial neutrality concerns. a) Outreach to key judicial stakeholders, including Deputy Presiding Judge Feinstein, Judge Lee, Judge Morgan, and others to encourage their engagement with the work of Justice and Courage; b) Formerly recognize those judges that make a clear effort to address the safety concerns of victims and hold batterers accountable through resolutions and other forms of acknowledgement; c) Support local Court Watch efforts to visibly pressure the courts to address victims' safety concerns and hold batterers accountable for their crimes.	Substantial Progress

	(Section C Objective 3 in Strategic Plan)	
<i>Strategic Plan (2009)</i>	44. Work with the Adult Probation Department, the Judiciary, and batterer intervention programs to develop improved accountability and oversight mechanisms for batterer intervention programs. a) Participate in Adult Probation Department's Batterer Intervention Program-Community Advisory Committee and Adult Probation Department's Batterer Intervention Program Committee (for all currently certified batterer intervention programs); b) Engage batterer intervention program providers in Justice and Courage efforts by attendance at Batterer Intervention Program Committee Meetings, extending invitations to Panel and committee meetings, and other activities to utilize the knowledge and insight of the staff at these programs; c) Review Adult Probation Department statistics to determine intervention program effectiveness—review completion rates, bench warrant rates, stay-away order rates, batterer program payment rates, and identify key areas for improvement; d) Explore possibility of County augmentation and amendments to state legislation regarding batterer intervention. i. Review literature regarding the efficacy of the 52-week model and Batterer Intervention Programs in general to determine best practices for which Justice and Courage can advocate. (Section D Objective 1 in Strategic Plan)	Substantial Progress
<i>Strategic Plan (2009)</i>	45. Conduct an audit of training practices and resources within criminal justice agencies (as resources permit). a) Create a work-group to review curricula related to domestic violence, cultural competency, and responding to communities with complex risk factors, to determine appropriateness and efficacy of in-house training modules at each of the criminal justice agencies; b) Conduct a quantitative and qualitative assessment of both in-house and external trainings attended by criminal justice staff responding to domestic violence incidents; c) Determine gaps and overlaps in training offerings, both in-house and external, to maximize resources; d) Submit a report of training-related recommendations to department heads. (Section E Objective 1 in Strategic Plan)	Incomplete
<i>Strategic Plan (2009)</i>	46. Establish stable, long-term funding for the Domestic Violence Response Cross-Training Institute. a) Seek out and apply for grant opportunities as they arise; b) Advocate for general fund support for the Institute with the Mayor, Board of Supervisors, and department heads. (Section E Objective 2 in Strategic Plan)	In Progress

<i>Strategic Plan (2009)</i>	47. Begin planning for the next Safety and Accountability Audit in 2010. a) Advocate for general fund support and/or seek other funding for a 2nd Safety and Accountability Audit; b) Conduct Safety and Accountability Audit by 2012. (Section F Objective 2 in Strategic Plan)	Incomplete
<i>Strategic Plan (2009)</i>	48. Participate in the District Attorney's Stalking Task Force. a) Support the District Attorney's Office and Stalking Task Force in distributing its Stalking Resource Guide to the wider community, including to the housing community, and others that may interact with stalking victims; b) In collaboration with the District Attorney's Stalking Task Force, explore the benefits of holding a roundtable on the issue of stalking; c) Examine links between departments' stalking protocols to highlight and close any gaps in the systemic response; d) Advocate with the Department of Public Health for the long-term continuation and expansion of the Center for Special Problems, currently the only intervention program certified to work with convicted stalkers. (Section H Objective 1 in Strategic Plan)	Incomplete
<i>Strategic Plan (2009)</i>	49. Engage in committee-based and Panel-wide activities to address the issues and goals laid out in the Strategic Plan. a) Hold quarterly meetings of the Oversight Panel to discuss, plan for, and respond to domestic violence response issues; b) Continue to meet regularly (2-4 times annually) with department heads of each of the criminal justice agencies to inform them of concerns and build cross-departmental collaboration; c) Utilize the Media Committee ad hoc to respond to specific "high-profile" domestic violence events; d) Hold annual hearings at the Board of Supervisor's Public Safety Committee to draw attention and raise awareness about the ways that funding creates gaps in the system response to domestic violence and develop "champions" amongst government and elected San Francisco leadership. (Section J Objective 1 in Strategic Plan)	Substantial Progress

Appendix E: List of Accomplishments by Department

All Criminal Justice Agencies

- All agencies regularly share staff rosters with one another.
- All criminal justice agencies have internal protocols for addressing stalking cases, as well as for working with limited-English proficient and monolingual victims.

Adult Probation Department

- Adult Probation adopted the Correctional Assessment and Intervention System (CAIS), which identifies probationer needs and risks, and officers perform the assessments during the intake session for each probationer.
- Adult Probation significantly improved communication practices between the department, the batterer intervention programs, and the Courts.
- Adult Probation strengthened accountability measures for batterers by instituting a more rigorous evaluation component for batterer intervention programs to complete for each probationer.
- The department implemented a domestic violence field protocol for officer safety in the field.
- To better analyze trends and outcomes, Adult Probation maintains monthly records and quarterly caseload reviews.

Child Protective Services

- Child Protective Services developed protocols regarding all legal options for ensuring the safety and well-being of children in situations where a non-abusive parent may be victimized in a domestic violence situation.
- Child Protective Services reviewed and revised protocols for emergency response in situations where a parent(s) is killed, seriously injured, or arrested.
- Child Protective Services reviewed and evaluated its existing training on domestic violence.

Community Providers

- Victim Advocates from La Casa de las Madres assigned to the Special Victims Unit are certified in the Jacquelyn Campbell Lethality Assessment tool and have begun training police officers in the use of this tool.

- The Mayor's Office of Housing received a 3-year federal grant to engage a community provider to train 500 police officers and other criminal justice staff on domestic violence in later life.
- Domestic violence advocates trained subsidized housing providers and San Francisco Housing Authority staff on domestic violence.
- Domestic violence advocates successfully advocated for funding for community based advocates at the San Francisco Housing Authority.
- Domestic violence advocates successfully advocated for substantial increases in funding for community based victim services, with new funding for services for limited English proficient and LGBTQ survivors.

Criminal and Family Courts

- Family Court developed a partnership with the Sheriff's Department to provide escorts to victims when entering or leaving the court. Additionally, the Family Court adopted a 15-minute hold policy to allow the petitioner to leave 15 minutes ahead of the respondent to promote safety at the Court.
- The Domestic Violence Court Judge developed a bench book for new judges to understand the protocols for domestic violence cases, distributed to bench officers in 2009. The Domestic Violence Court Committee held several community meetings in 2008 and 2009 to assess San Francisco's compliance with the Administrative Office of the Courts' Recommended Guidelines and Practices for Improving the Administration of Justice in Domestic Violence Cases.
- The Courts have developed a San Francisco Restraining Order Database, allowing access for all criminal justice departments.
- The Presiding Judge required all superior court judges to attend a training on lethality assessment in domestic violence cases.

Department of Emergency Management

- The Department of Emergency Management developed a script for 911 dispatchers to use in cases of domestic violence, implemented in 2008.
- The Department of Emergency Management programmed two new call types for dispatchers to use to indicate stalking and domestic violence stalking. All dispatchers have been trained on their use.
- The Department of Emergency Management worked in collaboration with the Police Department to implement a Premise Hazard function into the dispatch system to broadcast alerts regarding locations specific to suspect in domestic violence and stalking cases.
- Every Department of Emergency Management staff member receives 4 hours of training on domestic violence.

- Department of Emergency Management dispatchers can now locate bilingual police officers and direct them to a scene involving a limited English proficient speaker.

Department of Public Health

- Through the Family Violence Council, the Department of Public Health has created and distributed a Family Violence Resource Sheet that will be distributed to each of the criminal justice agencies each time it is updated to better link first responders with community providers.

Department on the Status of Women

- The Department on the Status of Women received funding to develop and conduct the Domestic Violence Response Cross-Training Institute, training over 430 criminal justice personnel through an innovative curriculum that addresses the gaps found in the Audit.
- The Department on the Status of Women, in partnership with the Office of Civic Engagement and Immigrant Affairs, received funding from the Zellerbach Foundation and the Annie E. Casey Foundation to create the language fluency training program, Bridges to Freedom, offered in 2009 and 2010.
- The Department on the Status of Women has staffed the Justice and Courage Oversight Panel and staffs the Family Violence Council. The Department compiles the annual Family Violence Council Report, which details family violence statistics in San Francisco.
- Through staffing of the Housing Committee, the Department helped to obtain funding for two domestic violence advocates at the San Francisco Housing Authority, to improve Housing Authority policies for domestic violence survivors, and to present the domestic violence training for all Housing Authority staff.

District Attorney's Office

- In 2009, the District Attorney's Office partnered with the Police Department to create a four-hour training about responding to scenes of domestic violence presented at each of the 11 police stations.
- The District Attorney's Office has made an additional interview room available to provide a safe space for meeting with victims, and also provides a safe waiting area for victims who are scheduled to attend Domestic Violence Court.
- The Victim Services Division created a flow-chart describing a victim's or a case's path through the criminal justice system to assist victims in understanding the legal system's processes.
- The District Attorney's Office restarted the Stalking Task Force, which meets quarterly with criminal justice and community participants to train about stalking and analyze current trends.

- The District Attorney's Office released the Stalking Resource Guide in 2009 to provide tips and resources to victims and advocates.
- In 2013, the District Attorney's Office created a unified Domestic Violence Unit, consolidating domestic violence felony and misdemeanor attorneys, victim witness advocates, and paralegals in one space.

Medical Examiner's Office

- The Office of the Chief Medical Examiner investigates all deaths which occur within the jurisdiction of the City and County of San Francisco. Every death is individually assessed for contributing factors related to, or possibly connected to domestic violence, deaths from any type of violence or trauma, substance abuse, or suicide. In addition, the deaths of homeless people that may be related to domestic violence are evaluated.
- The Office of the Chief Medical Examiner Annual Report, dated FY 2014-2015 and subsequent editions, will include a new section documenting the connection between the experience of domestic violence and deaths from violence, suicide, or substance abuse. In addition, whenever possible, the Office of the Chief Medical Examiner will document the effect of domestic violence in the deaths of homeless people.

Office of the City Administrator

- The City Administrator secured a master contract with Language Line Services, a highly-rated translation service that can supply translators in over 175 languages. This contract pairs with a donation of mobile phones from AT&T in 2007 that officers can use in the field to connect with Language Line Services when responding to a victim who is limited-English proficient or monolingual.

Police Department

- The Police Department created a training video for officers on best practices for responding to LEP victims.
- The Police Department now consistently completes and includes Supplemental Reports in case files.
- The Police Academy prioritized the domestic violence portion of the officer training program by moving it from Friday afternoons to Wednesdays, and extended the segment to include training on elder abuse and stalking.
- The Domestic Violence Response Unit has implemented a new form for Inspectors to use to communicate with the responding officers about the outcome of cases.

- The Police Department included a 2-hour POST-certified training about stalking in the bi-annual Continuing Professional Training course for officers, as well as in the Basic Recruit classes. A Department Bulletin on stalking further informed personnel about this issue.
- Eliminated backlog of criminal stay-away orders from Police and Court data systems since 2003.

Sheriff's Department

- In October 2008, the Sheriff's Department implemented a policy whereby a warrant check is conducted prior to release of every inmate who has been incarcerated for more than 24 hours.
- In December 2009, the Sheriff's Department implemented the Jail Management System as the initial user of the JUS.T.I.S. system.
- In 2013, the Sheriff's Department established the Victim Information and Notification Everyday (VINE) Program, which is a protocol for victim notification when an offender is being released.

Appendix F: Justice and Courage Committee Members

Justice and Courage Oversight Panel

Barbara Broten Job (2002 – 2005)	Marilyn Mondejar (2005 – 2008)
Kathy Black (2008 – 2014)	Dr. Emily Murase (2004 – 2014)
Denise Castañeda (2005 – 2005)	Belle Taylor-McGhee (2002 – 2004)
Dr. Mary Cavanaugh (2008 – 2009)	Clara Tempongko (2002 – 2003)
Patti Chang (2002 – 2004)	JaMel Perkins (2011 – 2014)
Juana Flores (2005 – 2009)	Antonio Ramirez (2005 – 2014)
Beverly Green-Simmons (2002 – 2004)	Dion Roberts (2009 - 2014)
Allyson Hauck (2008 – 2010)	Andrea Shorter, Co-Chair (2011 – 2014)
Dorka Keehn, Co-Chair (2002 – 2010)	Ken Theisen, Co-Chair (2002 – 2014)
Susan Leal, Co-Chair (2002 – 2004)	Beverly Upton (2002 – 2014)
Fiona Ma, Co-Chair (2004 – 2005)	Manuel Vasquez (2002 - 2005)

Audit Implementation Committee

Ken Theisen, Co-Chair, Bay Area Legal Aid	Lisa Hoffman, Department of Emergency Management
Maria Bee, District Attorney's Office	Minouche Kandel, Bay Area Legal Aid
Kathy Black, Co-Chair, La Casa de las Madres	Laura Marshall, Department on the Status of Women
Emberly Cross, Cooperative Restraining Order Clinic	Lieutenant Molly Pengel, Police Department
Captain John Ehrlich, Police Department	Jean Roland, District Attorney's Office
Susan Fahey, Sheriff's Department	James Rowland, District Attorney's Office
Erika Falk, Institute on Aging	Anna Sop, Department of Emergency Management
Arturo Faro, Adult Probation Department	Inspector Art Stellini, Police Department
Tina Gilbert, Adult Probation Department	

Hediana Utarti, Asian Women's Shelter

Andre Wood, Adult Probation Department

Audit Team

Cedrick Akbar, Positive Directions Equals Change

Jim Hanna, Adult Probation Department

Capt. Marsha Ashe, Police Department

Barbara Kempster, Department of Emergency Management

Beverly Balos, Praxis Safety Audit

Colleen Montoya, Department on the Status of Women

Maria Bee, District Attorney's Office

Sgt. Chris Pedrinie, Police Department

Carol Bernard, Department on the Status of Women

Jim Rowland, District Attorney's Office

Andrea Bible, Free Battered Women

Kavitha Sreeharsha, Asian Pacific Islander Legal Outreach

Emberly Cross, Cooperative Restraining Order Clinic

Jill Tregor, Greenbook Project

Dr. Shamita Das Dasgupta, Praxis Safety Audit

Selena Urbina, La Casa de las Madres

Dr. Patricia E. Erwin, Department on the Status of Women

Hediana Utarti, Asian Women's Shelter

Susan Fahey, Sheriff's Department

Andre Wood, Adult Probation Department

Batterer Accountability Committee

Dr. Mary Cavanaugh, UC Berkeley

Antonio Ramirez, POCovi

Arturo Faro, Adult Probation Department

Ken Theisen, Bay Area Legal Aid

Juana Flores, Mujeres Unidas y Activas

Data Collection Committee

Captain Marsha Ashe, Police Department

Ellen Brin, Police Department

Jay Banfield, Treasurer's Office

Kerry Dalrymple, Department of Emergency Management

Carol Bernard, Emergency Communications Department

Susan Fahey, Sheriff's Department

Delia Ginorio, Sheriff's Department

Eileen Hirst, Sheriff's Department

Linda Klee, District Attorney's Office

Nixon Lazaro, Adult Probation Department

Samara Marion, Office of Citizen Complaints

Belle Taylor-McGhee, Department on the Status of Women

Justine McGonagle, Department on the Status of Women

Filipina Advisory Committee

Father Fred Bitanga, St. Patrick's Church

Agnes Briones, Small Business Commission

Lynda Borromeo, International Museum of Women

Sheryl Carrillo, Community Member

Denise Castañeda, Wells Fargo

Chris Cordero, Adult Probation Department

Art Faro, Adult Probation Department

JoAnn Florendo, UCSF

Geene Gonzales, Asian Women's Shelter

Ed Jocson, West Bay Pilipino Center

Dorka Keehn, Commission on the Status of Women

Joanna Maderazo, Community Member

Dr. Emily Murase, Department on the Status of Women

Gianrico Pierucci, Police Department

Sally Pina, Superior Court

Oli Sadler, Chair, Department of Telecommunications and Information Systems

Reginald Smith, District Attorney's Office

Elena M. Simonian, Superior Court

Beckie Masaki, Asian Women's Shelter

Mario Matillano, West Bay Pilipino Center

Justine McGonagle, Department on the Status of Women

Marily Mondejar, Filipina Women's Network

Dr. Emily Murase, Department on the Status of Women

Rosario Navarrette, Department on the Status of Women

Blesilda Ocampo, Department of Child Support Services

Kevin Pimentel, Asian Pacific Islander Legal Outreach

Melinda Smith, Marin Abused Women's Services

Ken Theisen, Bay Area Legal Aid

Governance Committee

Kathy Black, La Casa de las Madres

Dorka Keehn, Commission on the Status of Women

Marily Mondejar, Filipina Women's Network

Dr. Emily Murase, Department on the Status of Women

Beverly Upton, Domestic Violence Consortium

Housing for Domestic Violence Survivors Committee

Maria Bee, District Attorney's Office

Jia Min Cheng, Bay Area Legal Aid

Linda Galbreth, Bay Area Legal Aid

Minouche Kandel, Department on the Status of Women

Elizabeth Kirton, Asian Women's Shelter

Miyong Kleine, Asian Women's Shelter

Laura Marshall, Department on the Status of Women

Claire McCullough, La Casa de las Madres

Irina Naduhovskaya, Bay Area Legal Aid

Karlo Ng, National Housing Law Project

Dion Roberts, Human Services Agency

Lindsay Sweetnam, La Casa de las Madres

Beverly Upton, Domestic Violence Consortium

Jill Zawisza, WOMAN Inc.

Interdepartmental Communication and Coordination Committee

Captain Marsha Ashe, Police Department

Carol Bernard, Emergency Communications Department

Barbara Brooten Job, Justice and Courage Oversight Panel

Caroline Donnola, Department on the Status of Women

Kerry Dalrymple, Emergency Communications Department

Trish Erwin, Community Member

Quita Keller, UCSF

Justine McGonagle, Department on the Status of Women

Dr. Emily Murase, Department on the Status of Women

Rosario Navarrette, Department on the Status of Women

Oli Sadler, Department of Telecommunications and Information Systems

Liz Tarchi, District Attorney's Office

Beverly Upton, Domestic Violence Consortium

Sharon Woo, District Attorney's Office

Media Committee

Dorka Keehn, Commission on the Status of Women

Marily Mondejar, Filipina Women's Network

Allyson Hauck, Rene Sloan Holtzman Sakai LLP

Ken Theisen, Bay Area Legal Aid

Protocols Committee

Cynthia Alexis, District Attorney's Office

Donna Medley, District Attorney's Office

Captain Marsha Ashe, Police Department

Dr. Emily Murase, Department on the Status of Women

Barbara Brooten-Job, Justice and Courage Oversight Panel

Rosario Navarrette, Department on the Status of Women

Sergio Calizo, Adult Probation Department

Sally Pina, Superior Court

Trish Erwin, Community Member

Susan Fahey, Sheriff's Department

James Rowland, District Attorney's Office

Delia Ginorio, Sheriff's Department

Oli Sadler, Department of Telecommunications and Information Systems

Eileen Hirst, Sheriff's Department

Lieutenant Don Sloan, Police Department

Avis Jones, Emergency Communications Department

Arthur Stellini, Police Department

Barbara Kempster, Department of Emergency Management

Elizabeth Tarchi, District Attorney's Office

Rachael Kilshaw, Police Department

Ken Theisen, Bay Area Legal Aid

Justine McGonagle, Department on the Status of Women

Mary Twomey, Consortium for Elder Abuse Prevention

Sharon Woo, District Attorney's Office

Resources Committee

Cynthia Alexis, District Attorney's Office

Jay Banfield, Treasurer's Office

Captain Marsha Ashe, Police Department

Carol Bernard, Department of Emergency
Management

Lt. Louis Cassanego, Police Department

Caroline Donnola, Department on the Status of
Women

Susan Fahey, Sheriff's Department

Arturo L. Faro, Adult Probation Department

Andrea Lee, Department of Children, Youth and
their Families

Janice Madsen, Emergency Communications
Department

Sergeant Joseph McFadden, Police Department

Justine McGonagle, Department on the Status
of Women

Dr. Emily Murase, Department on the Status of
Women

James Rowland, District Attorney's Office

Oli Sadler, Department of Telecommunications
and Information Systems

Cecile Soto, Emergency Communications
Department

Kavitha Sreeharsha, Asian Pacific Islander Legal
Outreach

Elizabeth Tarchi, District Attorney's Office

Beverly Upton, Domestic Violence Consortium

Sharon Woo, District Attorney's Office

Appendix G: Case Synopsis People v. Beltran

This history of the legal case against the man who murdered Claire Joyce Tempongko has followed an arduous path, lasting almost all of the time that the Justice and Courage Oversight Panel has been operating. Tare Ramirez, also known as Tare Beltran, killed Claire Joyce Tempongko, in front of her two young children in October 2000. Beltran had a documented history of domestic violence against Claire Joyce, and was on probation for domestic violence against her at the time of the murder. Immediately following the murder, Beltran fled to Mexico and it took six years to track him down and extradite him back to San Francisco.

Beltran's trial took place in September 2008. Elizabeth Aguilar Tarchi from the San Francisco District Attorney's office led the prosecution team, and the jury found Beltran guilty of second degree murder on September 30, 2008. Beltran appealed the conviction, arguing that he was only guilty of manslaughter, because he claimed he was "provoked" to kill Claire Joyce. The alleged provocation was that Claire Joyce supposedly told Beltran that she had aborted his baby, and that he had not known she was pregnant or had an abortion, and this sent him over the edge. Beltran argued that an improper jury instruction was given to the jury. The jury was given the instruction that to mitigate murder to manslaughter, the test is "whether a person of average disposition would have been provoked and how such a person would react in the same situation knowing the same facts." Beltran argued that this implied that the jury must conclude that the provocation must have been sufficient to induce a reasonable person to kill, and that this was not necessary, but rather that the test should be whether the provocation was sufficient to "induce a reasonable person to act from emotion rather than reason." On March 30, 2011, the Court of Appeal overturned the trial court's decision based on the jury instruction, which it held communicated an improper standard for provocation.

On May 6, 2011, the California Attorney General's office petitioned the CA Supreme Court to review the case, and the Supreme Court agreed to hear the case, to determine the proper standard for manslaughter provocation cases. Several amicus briefs were submitted in the case. The lead agency in the brief submitted on behalf of the domestic violence community was the San Francisco Domestic Violence Consortium, joined by California Women Lawyers, the California Partnership to End Domestic Violence, Queen's Bench Bar Association, and the Women Lawyers of Sacramento. The brief was co-written by Bay Area Legal Aid staff attorney Minouche Kandel and Lara Krieger of Greines, Martin, Stein & Richland LLP. The brief reviewed the history of domestic violence murders being downplayed as "heat of passion" manslaughter even when there is an extensive history of previous acts of violence, and the evolving norms of "reasonable" behavior in the context of intimate partner violence. Another brief in support of maintaining Beltran's conviction was authored by Albert Locher, on behalf of the California District Attorneys Association.

On June 3, 2013, the California Supreme Court issued its unanimous opinion. The Supreme Court agreed with Beltran that the proper standard for provocation was whether a reasonable person would be provoked to react from passion, not judgment, and not, as argued by the Attorney General, that a reasonable person be provoked to kill. However the Supreme Court disagreed with the Court of Appeal that the particular jury instruction given to Beltran miscommunicated the standard, and upheld Beltran's conviction. The Supreme Court remanded the case to the Court of Appeal for further proceedings consistent with its opinion. On December 11, 2013, the Court of Appeal affirmed the trial court's judgment. On January 13, 2014, Beltran petitioned the California Supreme Court for review again. On

March 19, 2014, the California Supreme Court denied the petition for review, thus concluding the state court proceedings in this case.



For more information, please contact:

The San Francisco Department on the Status of Women

25 Van Ness Avenue, Suite 240 | San Francisco, CA 94102 | sf.gov.org/dosw | 415.252.2570





City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-

RODRIGUEZ

President

ANDREA SHORTER

Vice President

AMY ACKERMAN

Commissioner

ALICIA GAMEZ

Commissioner

MARY JUNG

Commissioner

JULIE D. SOO

Commissioner

EMILY MURASE, PhD

Executive Director

COMMISSION MEETING MINUTES

Wednesday, July 23, 2014

4 – 6 pm

City Hall Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

Members Present

President Nancy Kirshner-Rodriguez

Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Excused

Commissioner Mary Jung

Staff Present

Executive Director Emily M. Murase, PhD
Fiscal & Policy Analyst Stephanie Nguyen
Executive Management Assistant Iris Wong
Women's Policy Director Minouche Kandel
Gender Equality Principles Program Coordinator
Tara Gamboa-Eastman
Legislative Director Elizabeth Laferriere
Associate Director Carol Sacco
Senior Development Manager Andrea Evans
Summer Intern: Celia Flinn
Sarah Scriven
Eva Morgenstein
Emma Williams-Baron

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez called the meeting to order at 4:10 pm.

Action: To approve the meeting agenda as proposed.

m/s/c (Soo/Gamez/Unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from June 25, 2014.

m/s/c (Ackerman/Gamez/ Unanimous)

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Below are the topics that were highlighted.

1. Gender Equality Principles Challenge

The Department is continuing its outreach to encourage companies to apply. There are now 8 companies who have committed to submitting applications. Commissioners are encouraged to reach out to their networks.

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2. Healthy Mothers Workplace Coalition

The Healthy Mothers Workplace Coalition is collecting applicants for the 2014 award. Completed assessments are due to the Coalition by August 20, 2014. The awards ceremony will take place on September 15 at the Federal Building.

3. FY 2014-2015 and 2015-2016 Budget Signed by Mayor Edwin M. Lee

On July 23, 2014, Mayor Edwin M. Lee signed the two-year balanced budget for FY 2014-2015 and 2015-2016. Commission President Nancy Kirshner-Rodriguez, Dr. Emily Murase, summer interns Emma Williams-Baron, Eva Morgenstein, and Celia Flinn attended.

4. Three-Year Plan for Gender Analysis of Departments

Summer Intern Emma Williams-Baron worked with Legislative Director Elizabeth Laferriere to draft a three-year plan to conduct gender analyses of City Departments. A more in-depth discussion on this memo will take place at the next Commission meeting.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda

m/s/c (Ackerman/Soo/Unanimous)

A. Public Comment

1. Resolution Recognizing Swords to Plowshare

Women Veterans Coordinator Starlyn Lara accepted the resolution and thanked the Commission for the recognition. She informed the Commissioners that Swords to Plowshare is hosting its second of three Women's Veterans Workshops, and will focus on peer support and peer mentoring. The goal for these workshops is to engage 80 women veterans. Ms. Laferriere stated that Ms. Lara is the 2014 California Veteran Woman of the Year.

2. Resolution Recognizing the 145th Anniversary of Gum Moon Women's Residence

Executive Director Gloria Tan thanked the Commissioners for the recognition, and invited them to Gum Moon's Annual Benefit Dinner on Friday, August 8, 2014. Gum Moon's Board of Directors President Peter Goetze thanked the Commission as well. He stated that he is pleased Gum Moon continues to be an important entity in the San Francisco community.

V. NEW BUSINESS

A. Domestic Violence Information and Referral Center (DVIRC)

WOMAN Inc. Executive Director Jill Zawisza and Community Liaison Manager Mariya Taher presented an update on DVIRC, an online interactive community network that provides a safe space for member domestic violence (DV) service providers to share, network, and access updated information so that effective and appropriate resources and referrals can be offered to DV survivors. Since 2008, DVIRC has grown from 23 to 40 members throughout San Francisco Bay Area.

Ms. Zawisza stated that the online database allows WOMAN Inc. to see that member agencies search for shelter information most often. A common challenge for DV service providers include risk of repeated trauma by requiring survivors to tell their stories multiple times. DVIRC minimizes this risk by allowing providers to record the survivor's experiences on the database so that s/he does not have to recount his/her story several times.

All staff and volunteers at WOMAN Inc. are trained on how to use DVIRC to maximize efficiency and accessibility. Other member agencies are receiving training, and service providers across the state are requesting technical assistance as well. WOMAN Inc. has been invited to attend a conference in Delaware to talk about this program.

Ms. Zawisza stated that DVIRC has shown the importance of a network-based system to support survivors of violence. Technology may hold back some interested agencies from joining, but on the whole, it is a useful tool that helps to establishing collaborations.

Ms. Taher and Ms. Zawisza thanked the Commission for their support, and looks forward to continuing its partnership. Discussion revolved around funders of the project and extending this program statewide. Commissioners were interested in learning how this program works in other counties.

B. Violence Against Women (VAW) Community Needs Assessment Presentation

Senior Research Associate Pamela Anderson, PhD, Research Associate Liz McDade-Montez, PhD, and Research Associate Rebekah Cohen of ETR Associates presented on the recently completed VAW Community Needs Assessment. Below are some of the highlights.

There were a total 207 participants who took part in one of four ways: administrator interviews, online survey, staff focus groups, and client focus groups. Participants were recruited from Department Partner Agencies and non-funded community based organizations (CBOs) serving survivors of violence.

Services most utilized were found to be emergency shelters, crisis lines, low income housing, peer counseling, and mental health services. The additional services needed include mental health services for survivors and their families, legal services, enhanced housing, workforce development training, human trafficking-related services, a coordinated response to domestic violence, and restorative justice.

Ms. Anderson reported that some of the most common challenges and barriers for clients seeking help included financial constraints, stigma, shame, normative perceptions of violence or abuse, location of services, childcare, and transportation.

Agencies surveyed reported that some common barriers to providing services to providers include funding restrictions, housing shortage, transitional age requirement, cultural insensitivities from some staff, and staff retention.

ETR Associates produced six broad recommendations:

1. Innovative prevention, education, and outreach initiatives
2. Staff retention, development, and growth opportunities
3. Enhanced collaboration among service providers to reach underserved communities
4. Continued investments in culturally-responsive and coordinated case management
5. Housing options

6. Routine monitoring, communication, and site-visits.

Discussion focused on the importance of provider self-care, housing options in San Francisco for both providers and clients, and cultural insensitivity from staff. Dr. Murase stated that this report will help the Department in crafting the Violence Against Women Prevention and Intervention Referral for Funding Proposals (RFP) coming out this Fall.

Commissioners were interested in distributing this report through the Family Violence Council.

Public Comment:

- Beverly Upton, Executive Director of Domestic Violence Consortium, stated that these findings were also presented to the Family Violence Council, and were well received by the community.
- Katherine Berg, Associate Director of La Casa de las Madres, expressed her support for the Commissioners' concern that the housing affordability crisis is also affecting service providers, since many staff from La Casa commute from outlying areas to the San Francisco office.
- Dr. Jane Bernard-Powers, Chair of Democratic Women in Action, expressed her surprise at the amount of unmet needs for people at transitional ages. She hopes that this report will be shared with the community.

*Action: To approve the Violence Against Women Community Needs Assessment.
m/s/c (Soo/Gamez/Unanimous)*

C. Justice & Courage Oversight Panel on Domestic Violence Policy Reform Final Report

Director of Women's Policy Minouche Kandel gave a presentation on the final evaluation of the Justice & Courage Oversight Panel (J&C), which sunset in June 2014. Below are the highlights of her presentation.

J&C was created after Clair Joyce Tempongko's murder by her ex-boyfriend in 2000. At that time, domestic violence (DV) was the leading cause of female homicides in San Francisco.

Of the 170 recommendations that formed the basis of J&C's work:

- 71% was completed
- 10% had substantial progress
- 7% was in progress
- 12% was incomplete

The recommendations were grouped into 14 broad categories, and Ms. Kandel highlighted four of them.

1. Protocol Development: New 911 codes were created for DV and stalking, and 911 dispatchers are provided with a script to use in DV cases.
2. Batterer Accountability: There is now better tracking of DV offenders on probation and better oversight of batterer's intervention programs in jails and in the community.
3. Training: Criminal justice personnel, first responders, DV community advocates, and housing authority staff were trained in how to respond to DV cases, what the process is in the criminal justice system, and how to assist survivors in Cantonese and Spanish.
4. Improved Victim Safety When Courtroom Proceeds Adjourn: Family Court holds respondents for 15 minutes to let victims exit safely. Funding for community based DV services has increased substantially, and the Sheriff's Department notifies victims when their offender is released.

Ms. Kandel stated that the unfinished work from J&C will be addressed by the Family Violence Council. She is applying to present this work at the 2015 National Conference on Health and Domestic Violence in Washington, DC in March of next year.

Commissioner Shorter, who is also Co-Chair of J&C, stated that she is proud of the Oversight Panel's work, and expects this report to serve as a reference point for other cities doing similar work. She emphasized the need to continue the discussion on domestic violence and improved policy responses.

Action: To approve the Justice & Courage Final Report

m/s/c (Soo/Gamez/Unanimous)

VI. REPORTS

Commissioner Soo departed at 6:04pm.

A. Cities for CEDAW

President Kirshner-Rodriguez reported that a growing number of mayors are supporting the effort to pass local ordinances, and that this will be an ongoing effort through the fall and into the next year.

B. Human Trafficking

Commissioner Soo reported that a working task force will meet in August to solidify details of the SFAHT conference. The US Attorney's Office expressed interest in participating as well.

VII. AGENDA FOR FUTURE MEETINGS

Commissioners discussed having a more thorough discussion of the three-year plan for gender analyses of Departments.

Due to lack of quorum, the August Commission meeting has been rescheduled to Thursday, August 21, 2014, 5 – 7 pm in Room 263.

VIII. GENERAL PUBLIC COMMENT

Dr. Murase invited the Department's summer interns to give an update on their projects.

- Celia Mae Flinn reported that she is almost finished with the violence prevention memo. She has interviewed La Casa de las Madres, and will interview San Francisco Women Against Rape later.
- Emma Williams-Baron reported that she worked on the fact sheet on women in the workplace on a local and national level, with details on harassment in the workplace, low and unequal pay, and types of pay. She hopes that the fact sheet will be useful for the Department and Commission.
- Eva Morgenstein reported she is continuing her research on DV-related homicides nationally and comparing these statistics to those in other cities. She hopes to present her findings at the 2015 National Conference on Health and Domestic Violence with Ms. Kandel.
- Sarah Scriven reported that she is going to take everything she learned from her work on the Cities for CEDAW campaign to North Carolina, where she hopes to work with WomenNC to get four cities to sign a local CEDAW Ordinance.

IX. ADJOURNMENT

President Kirshner-Rodriguez adjourned the meeting in honor of Immigrant Rights Commissioner Vera Haile.

Action: To adjourn the meeting.

m/s/c (Ackerman/Gamez/Unanimous)

Meeting was adjourned at 6:16 pm.

DRAFT



City and County of San Francisco

Commission on the Status of Women

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Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Please note new time and location

Thursday, August 21, 2014

5 – 7 pm

City Hall Room 263

(Board of Supervisors Committee Hearing Room)

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie D. Soo

Total Estimated Meeting Time: 2 hours

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

1 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

3 min.

Explanatory document – Draft Minutes from July 23, 2014.

Action: To approve draft minutes from July 23, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

ACTION

10 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Devin Macaulay
- B. Resolution Recognizing Marisa Pereira-Tully
- C. Resolution Recognizing the 35th Anniversary of Tradeswomen, Inc.

V. NEW BUSINESS**DISCUSSION/ACTION****A. Strategic Plan Implementation Update & Workplan for FY14-15**

50 min.

Dr. Murase will provide an update to the FY 2014 – 2016 Strategic Plan.

1. Selection of Departments for CEDAW Gender Analyses.**B. Nominations of Officers for FY 2014 – 2015**

10 min.

President Kirshner-Rodriguez will entertain nominations for President and Vice-President of the Commission for FY 2014 – 2015.

Action: To nominate a Vice President for FY 2014 – 2015.

Action: To nominate a President for FY 2014 – 2015.

C. Elections of Officers for FY 2014 – 2015

10 min.

The Commission will elect a President and Vice President for FY 2014 - 2015 for a one-year term beginning September 1, 2014.

Action: To elect a Vice-President for FY 2014 - 2015.

Action: To elect a President for FY 2014 - 2015.

VI. REPORTS**DISCUSSION**

10 min.

Commissioners will report on activities related to the work of the Commission.

A. Cities for CEDAW

President Kirshner-Rodriguez

B. Human Trafficking

Commissioner Soo

C. General Commission Business

Commissioners

VII. AGENDA FOR FUTURE COMMISSION MEETINGS**DISCUSSION**

5 min.

Discussion regarding agendas for upcoming meetings.

VIII. GENERAL PUBLIC COMMENT**DISCUSSION**

10 min.

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

IX. ADJOURNMENT**ACTION**

1 min.

Adjourn the meeting.

Action: To adjourn the meeting.

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City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

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San Francisco, CA 94102-4683
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De acuerdo con la Ordenanza de Acceso a Idiomas "Language Access Ordinance" (Capítulo 91 del Código Administrativo de San Francisco "Chapter 91 of the San Francisco Administrative Code") intérpretes de chino, español y/o filipino (tagalo) estarán disponibles de ser requeridos. Las minutas podrán ser traducidas, de ser requeridas, luego de ser aprobadas por la Comisión. La asistencia en idiomas adicionales se tomará en cuenta siempre que sea posible. Para solicitar asistencia con estos servicios favor comunicarse con el Secretario de la Comisión al 415-252-2570, o dosw@sfgov.org por lo menos 48 horas antes de la reunión. Las solicitudes tardías serán consideradas de ser posible.

ACCESO DE DISCAPACITADOS

Reuniones de la Comisión se llevan a cabo en el Ayuntamiento, 1 Dr. Carlton B. Goodlett Place, Sala 408 en San Francisco. El Ayuntamiento es accesible para personas en sillas de ruedas y otros dispositivos de movilidad de asistencia. Las rampas están disponibles en las entradas Grove, Van Ness y McAllister.

Dispositivos de ayuda auditiva, subtítulo en tiempo real, intérpretes de lenguaje de señas americano, de los lectores, grandes agendas de impresión u otros alojamientos están disponibles bajo petición. Por favor haga sus pedidos de alojamiento al Secretario de la Comisión [su nombre aquí] (415) 252-2570, o dosw@sfgov.org. Solicitud de alojamiento por lo menos 72 horas antes de la reunión ayudará a asegurar la disponibilidad.

ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

Kung mayroon kayong mga tanong tungkol sa miting, mangyaring tumawag lang sa 415-252-2570. Ang pagtunog at paggamit ng mga cell phone, mga pager at kagamitang may tunog ay ipinagbabawal sa pulong. Paalala po na maaring palabasin ng Tagapangulo ang sinumang may-ari o responsable sa ingay o tunog na mula sa cell-phone, pager o iba pang gamit na lumilikha ng tunog o ingay.

ALAMIN ANG INYONG MGA KARAPATAN SA ILALIM NG SUNSHINE ORDINANCE

Tungkulin ng Pamahalaan na paglinkuran ang publiko, maabot ito sa patas at medaling maunawaan na paraan. Ang mga komisyon, board, kapulungan at iba pang mga ahensya ng Lungsod at County ay mananatili upang maglingkod sa pamayanan. Tinitiyak ng ordinansa na ang desisyon o pagpapasya ay ginagawa kasama ng mamamayan at ang mga gawaing panglungsod na napagkaisahan ay bukas sa pagsusuri ng publiko. Para sa impormasyon ukol sa inyong karapatan sa ilalim ng Sunshine Ordinance (Kapitulo 67 sa San Francisco Administrative Code) o para mag report sa paglabag sa ordinansa, mangyaring tumawag sa Administrador ng Sunshine Ordinance Task Force.

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Opisina); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Ang mga kopya ng Sunshine Ordinance ay makukuha sa Clerk ng Sunshine Task Force, sa pampublikong aklatan ng San Francisco at sa website ng Lungsod sa www.sfgov.org. Mga kopya at mga dokumentong na nagpapaliwanag sa Ordinance ay makukuha online sa <http://www.sfbos.org/sunshine> o sa kahilingan sa Commission Secretary, sa address sa itaas o sa numero ng telepono.

PAG-ACCESS SA WIKA

Ayon sa Language Access Ordinance (Chapter 91 ng San Francisco Administrative Code), maaaring mag-request ng mga tagapagsalin sa wikang Tsino, Espanyol, at/o Filipino (Tagalog). Kapag hiniling, ang mga kaganapan ng miting ay maaring isalin sa ibang wika matapos ito ay aprobahan ng komisyon. Maari din magkaroon ng tulong sa ibang wika. Sa mga ganitong uri ng kahilingan, mangyaring tumawag sa Clerk ng Commission sa 415-252-2570, o dosw@sfgov.org sa hindi bababa sa 48 oras bago mag miting. Kung maari, ang mga late na hiling ay posibleng pagbibigyan.

ACCESS PARA SA MAY KAPANSANAN

Pulong Commission na maganap sa Room 400 sa City Hall, 1 Dr Carlton B. Goodlett Place sa San Francisco. City Hall ay naa-access sa mga taong gumagamit ng wheelchairs at iba pang mga assistive device paggalaw. Ramp Available sa Grove, Van Ness at McAllister pasukan.

Assistive device pakikinig, real time na pag-caption, mga interprete Amerikano Wika Mag-sign, reader, malaking naka-print na agenda o iba pang mga kaluwagan Available kapag binanggit. Mangyaring gawin ang iyong mga kahilingan para sa accommodation sa Komisyon sa Kalihim [iyong pangalan dito] (415) 252-2570, o dosw@sfgov.org. Humihiling ng accommodation ng hindi bababa sa 72 oras bago ang pulong ay makakatulong upang matiyak availability.

TAGALABI ORDINANSA

Ayon sa San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100], ang mga indibidwal o mga entity na nag-iimpluensiya o sumusubok na mag-iimpluensiya sa mga lokal na pambatasan o administrative na aksyon ay maaring kailangan mag-register o mag-report ng aktibidad ng lobbying. Para sa karagdagan na impormasyon tungkol sa Lobbyist Ordinance, mangyaring tumawag sa San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA REVISED

Please note new time and location

Thursday, August 21, 2014

5 – 7 pm

City Hall Room 263

(Board of Supervisors Committee Hearing Room)

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie D. Soo

Total Estimated Meeting Time: 2 hours

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES **ACTION** 1 min.

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES **ACTION** 3 min.

Explanatory document – Draft Minutes from July 23, 2014.

Action: To approve draft minutes from July 23, 2014.

III. EXECUTIVE DIRECTOR'S REPORT **DISCUSSION** 10 min.

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA **ACTION** 10 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Elizabeth Laferriere
- B. Resolution Recognizing Devin Macaulay
- C. Resolution Recognizing Marisa Pereira-Tully
- D. Resolution Recognizing the 35th Anniversary of Tradeswomen, Inc.

V. NEW BUSINESS

DISCUSSION/ACTION

A. Strategic Plan Implementation Update & Workplan for FY14-15

50 min.

Dr. Murase will provide an update to the FY 2014 – 2016 Strategic Plan.

1. Selection of Departments for CEDAW Gender Analyses.

B. Nominations of Officers for FY 2014 – 2015

10 min.

President Kirshner-Rodriguez will entertain nominations for President and Vice-President of the Commission for FY 2014 – 2015.

Action: To nominate a Vice President for FY 2014 – 2015.

Action: To nominate a President for FY 2014 – 2015.

C. Elections of Officers for FY 2014 – 2015

10 min.

The Commission will elect a President and Vice President for FY 2014 - 2015 for a one-year term beginning September 1, 2014.

Action: To elect a Vice-President for FY 2014 - 2015.

Action: To elect a President for FY 2014 - 2015.

VI. REPORTS

DISCUSSION

10 min.

Commissioners will report on activities related to the work of the Commission.

A. Cities for CEDAW

President Kirshner-Rodriguez

B. Human Trafficking

Commissioner Soo

C. General Commission Business

Commissioners

VII. AGENDA FOR FUTURE COMMISSION MEETINGS

DISCUSSION

5 min.

Discussion regarding agendas for upcoming meetings.

VIII. GENERAL PUBLIC COMMENT

DISCUSSION

10 min.

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

IX. ADJOURNMENT

ACTION

1 min.

Adjourn the meeting.

Action: To adjourn the meeting.

For questions about the meeting please contact Commission Secretary at 415-252-2570. The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

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City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary at 415-252-2570, or dosw@sfgov.org at least 48 hours in advance of the hearing. Late requests will be honored if possible.

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Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco

Department on the Status of Women



Edwin M. Lee
Mayor

EXECUTIVE DIRECTOR'S REPORT

August 21, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Policy Leadership

A. Cities for CEDAW

On July 24, we hosted the first webinar for the Cities for CEDAW campaign. The event connected women leaders from Chapel Hill, North Carolina, Suffolk University in Massachusetts, Los Angeles, and San Diego. Everyone is very excited to be a part of the campaign. The Women's Intercultural Network is spearheading the network of non-profit organizations, while the Department is focused on connecting with Mayors and their staff.

B. 2014 CEDAW Women's Human Rights Awards Luncheon

The Department continues to work with the Friends of the Commission to plan for the September 22 Luncheon, which will take place at the Julian Morgan Ballroom in the Merchants Exchange Building, 465 California Street. The event will recognize the following honorees:

Art – Regina Scully, Founder & CEO of Artemis International

Claire Joyce Tempongko Memorial Award – Liz Aguilar-Tarchi, Assistant District Attorney

Community Building – Rita Semel, Past Chair of the InterFaith Council

Corporate – Ken McNeely, President of AT&T California

Education – Alecia DeCoudreaux, President of Mills College

Global/Sustainability – Becca Prowda, Community Affairs Director, Levi Strauss & Co (former Commissioner)

Government – Dr. Catherine Dodd, Director of SF Health Service System

Health – Dr. Nancy Milliken, Director of UCSF Center for Women's Excellent in Health

International Comity – Soon-Young Yoon, President of the NGO Committee on the Status of Women, NY (UN affiliate)

Law – Hon. Tani Cantil-Sakauye, Chief Justice of the California Supreme Court

The Friends have engaged Vicki Shu to coordinate the fundraising. If you have ideas for table sponsors, please let Commission Secretary Iris Wong know and she will have Ms. Shu get in touch with you.

II. Women in the Workplace

A. Gender Equality Principles

Executive Management Assistant Iris Wong is now the Gender Equality Challenge Coordinator, and will work with the 15 committed companies to submit their applications by Sunday, August 31st. The Gender Equity Council members are tentatively scheduled to review the applications on Friday, September 12.

SAVE THE DATE: The Gender Equality Challenge Forum will take place on Friday, January 30, 2015 at the Schwab Center, 211 Main Street.

B. Gender Analysis of City Departments

Legislative Director Elizabeth Laferriere and intern Emma Williams-Baron have developed a training document for designing and implementing gender analyses. This comprehensive training tool was created to synthesize past and present experience with gender analysis best practices. It was created in the wake of staff turnover to ensure that a new step-by-step guidance document remained for new hires. This tool is meant to be used in conjunction with the CEDAW Ordinance and will help staff think through their approach to the analysis. This tool can also be customized to share with: (1) selected departments to help inform liaisons of the history and reasons for the analysis; and (2) other cities or states interested in conducting gender analyses (as part of Cities for CEDAW or just by individual consultations). This tool was recently shared with the city of Seattle which was recently tasked with performing a gender analysis of all city salaries.

C. Healthy Mother's Workplace Coalition

The Healthy Mothers Workplace Coalition collected award assessments through August 20. As of mid-August, the Coalition had received 10 applications – including the Department's – and was assisting many other organizations with their assessment. The Coalition is happy to report lots of improvement in the applications from last year's winners who reapplied, including several organizations offering extra weeks of paid family leave.

SAVE THE DATE: Join Healthy Mothers on September 15, 9:30-11 am, for the awards ceremony at the Federal Building. Register online at <http://tinyurl.com/HMWaward14>. Healthy Mothers will also present the next day at the September joint commission meeting with the Health Commission.

D. Family Friendly Workplace Policies

In October 2013, Mayor Ed Lee signed into law the Family Friendly Workplace Ordinance (FFWO), Chapter 12Z of the Administrative Code. The FFWO grants workers the right to request flexibility or predictability in their work arrangements in order to meet caregiving obligations. It also protects caregivers, who are disproportionately women, from retaliation for requesting flexibility or predictability. Per Sec.12Z.15, the Department and the Office of Labor Standards Enforcement (OLSE) are jointly tasked with overseeing FFWO outreach. For FY 2014-15, FFWO outreach was granted a one-time appropriation of \$75,000. A portion of the funding will go to staffing and to a private consultant for material development, radio advertisements, press strategy, and coordination of the Annual Reporting Forum questionnaire which will now ask about flexibility access. However, the most significant amount, \$40,000, will go toward a capacity building grant (CBG) for one organization offering the strongest potential for sustained outreach and education.

Investing in a CBG is critical for several reasons. FFWO is not a typical work-life law. It hits on complex social issues (flexibility stigma, predictability, gender discrimination), offers no strong recourse to employer rejection (no private right of action, minor fines), and is a new concept to most non-academics or policy analysts. A one-time outreach campaign that fails to focus its efforts on direct contact with affected individuals, identifying unique channels for reaching said individuals, and evaluating awareness of the law and use of flexibility, will likely not deliver long-term results. For these reasons, FFWO requires a different level of outreach and a unique approach to public education. A CBG would not only meet the goal of increasing short-term awareness of the law, but would also invest in the capacity of an organization to

sustain the culture change dialogue around flexibility even after this one-time funding stream closes. It will also require an evaluation of the project, focusing on establishing baselines for who uses flexibility, who wants to and can access flexibility, who knows about the law, etc.

The capacity building grant will be awarded based on a competitive bidding process. The Request for Proposals (RFP) will be released in the next couple weeks. The project and its partners (selected applicant and OLSE) will be coordinated by a paid fellow housed at the Department. The grant period will begin in January 2015.

III. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

Our VAW Partner Agencies continue to provide vital violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking.

The Grant Agreements for FY 2014-2015 are in place and our Partner Agencies continue to provide comprehensive violence against women prevention and intervention services in the community.

1. Community Needs Assessment

The Department would like to sincerely thank both ETR Associates for the hard work executing this comprehensive project and the staff and client participants who generously provided their time and thoughts to the process. The Violence Against Women Community Needs Assessment was a huge success and resulted in a number of recommendations that Department staff have taken into consideration while developing the Violence Against Women Intervention and Prevention Grants Program Request for Proposals to be released later this fall.

2. Request for Proposals

Associate Director Carol Sacco is in the process of drafting the Request for Proposals for the next three-year funding cycle. We will continue to prioritize violence against women prevention and intervention services, focusing on domestic violence, sexual assault and human trafficking efforts. We will also incorporate a number of recommendations identified in the Community Needs Assessment. The RFP will be released in the early fall and the Commission will be asked to vote on the funding recommendations at the November 21 Commission Retreat.

3. Gum Moon Women's Resident Gala Dinner

On August 8, I attended the 145th Anniversary Gala Dinner for Gum Moon Women's Residence. I was joined by Commissioners Julie Soo and Mary Jung. Peter Goetze, President of the Board of Directors who, together with Executive Director Gloria Tan, received the Commission resolution at the last meeting, stated that he found the information from the Community Needs Assessment very helpful to his work on the Gum Moon board.

4. Lethality Assessment

The Department, the District Attorney's Office, and Asian Women's Shelter are in the process of planning a lethality assessment training for San Francisco criminal justice agencies. This training will be executed over several sessions later this fall and will provide an overview of the administration and interpretation of

lethality assessments and the role of cultural competency and negotiation in implementing appropriate and timely responses to assessment data.

B. Domestic Violence

1. Domestic Violence & Workplace Policy

Minouche Kandel met with the Human Resources Department to discuss the city's workplace violence policy to strengthen provisions around domestic violence. The Department is finishing up work on a brochure on domestic violence and the workplace that has guides for both survivors and co-workers/supervisors. The Human Resources Department has agreed to distribute this to all employees in October in connection with domestic violence awareness month.

C. Human Trafficking

1. Super Bowl 2016

On August 5, a subcommittee of the Mayor's Task Force convened to begin the discussion about preparing for Super Bowl 2016 and the anticipated spike in trafficking around the event. The subcommittee discussed the need to engage the hospitality industry (hotels, restaurants, night clubs) on this issue.

D. Syrian Refugees

In response to concerns raised by the Arab Cultural & Community Center, we convened a small group of community leaders earlier today to discuss San Francisco's response to a possible influx of refugees from the Syrian crisis.

IV. Outreach

A. Contra Costa County Commission for Women Retreat

Ms. Wong represented the Department and Commission at the Contra Costa County Commission for Women Strategic Planning Retreat on Saturday, August 9. The work of the San Francisco Commission is clearly a model for other Commissions across the country. The Contra Costa Commission is developing events modeled after the Gender Equality Principles Initiative and CEDAW Awards Luncheon.

V. Department Budget & Administration

A. Budget

Due to an unanticipated November ballot measure that may require a set-aside from the General Fund to support MUNI operations, the Mayor's Office has required departments to propose on-going budget cuts to account for the expected shortfall, with a target cut equivalent to 1.5% of General Fund Support. Depending on the results of the measures proposed on the ballot, the Department may be required to reduce General Fund Support by \$86,723 beginning Fiscal Year 2015 – 2016. Regrettably, we must propose these cuts from our single largest program, the Violence Against Women Prevention & Intervention Grants Program.

B. Staffing

This month, we are saying good-bye to two stalwart members of the Department. Tara Gamboa-Eastman arrived last year as an undergraduate policy intern, and quickly proved herself to be indispensable to the planning for the UN Commission on the Status of Women meetings in March and the Gender Equality

Principles Initiative. She played a key role in organizing the first Gender Equality Challenge, and secured most of the participants for the second Challenge in the weeks before her departure in order to complete her education at UC Berkeley. Legislative Director Elizabeth LaFerriere also came to the department a year ago and quickly assumed the duties of the Gender Equality Principles Program Coordinator. At the beginning of this year, she transitioned to a permanent position as Legislative Director, ensuring that the Department was engaging local and state issues affecting women. She was instrumental in the development and adoption of the Family Friendly Workplace Ordinance, and helped secure funding to ensure a smoothly implementation of this groundbreaking local measure.

This fall, we will be joined by volunteers Lynne Murphy and Jeddie Kawahatsu. Lynne has been a successful information technology consultant who stopped out of formal employment to raise her children and is preparing to re-enter the workforce. She will be working on the Gender Equality Challenge and the Accelerate for Women and Girls conference in November. Jeddie Kawahatsu is a policy intern who has come to us through the Pacific Asian American Bay Area Coalition. She will also be supporting the Gender Equality Challenge, as well as the Anti-Human Trafficking Teen Poster Contest, and Cities for CEDAW.

VI. Calendar

Events organized by the Commission and Department are in italics. Events are in San Francisco unless otherwise noted.

Sat, Aug 23	<i>Women's Equality Day, hosted by Women's Intercultural Network, 9:30 am – 4:30 pm, African American Art & Culture Complex, 762 Fulton Street</i>
Wed, Sept 3	<i>Family Violence Council, 3 – 5 pm, City Hall, Room 305</i>
Mon, Sept 15	<i>Healthy Mothers Workplace Awards Ceremony, 9:30 am – 11:30 am, Federal Building, 90 7th Street</i>
Tue, Sept 16	<i>NOTE SPECIAL TIME & DATE: Joint Commission Meeting with Health Commission, 4 – 6 pm, 101 Grove Street, Room 300.</i>
Mon, Sept 22	<i>CEDAW Awards Luncheon, 11:30 am – 2 pm, Julia Morgan Ballroom, The Merchants Exchange Building, 465 California Street, www.friendscosw.org/events</i>
Wed, Oct 1	<i>Domestic Violence Awareness Month</i>
Wed, Oct 22	<i>Commission Meeting, 4 – 6 pm, City Hall, Room 408</i>
Wed, Nov. 19	<i>Family Violence Council, 3 – 5 pm, 400 McAllister Street, Room 617</i>
Fri, Nov 21	<i>NOTE SPECIAL TIME & DATE: Commission Strategic Planning Session, 8 – 3 pm, Duone Morris LLP, Spear Tower, 1 Market Plaza, Suite 2200</i>
Wed, Dec 17	<i>Commission Meeting, 4 – 6 pm, Location: TBD</i>
Wed, Dec 3	<i>SFCAHT Labor Trafficking Conference, time TBD, State Building, 455 Golden Gate between Polk & Larkin</i>
Wed, Dec 17	<i>Commission Meeting, 4 – 6 pm, Location: TBD</i>
Fri, Jan 30	<i>Gender Equality Challenge Forum, time TBD, Schwab Event Center, 211 Main at Howard.</i>



*San Francisco Commission on the Status of Women
Resolution Recognizing Devin Macaulay*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Devin Macaulay joined the City and County of San Francisco in 2011 equipped with a Bachelor of Science degree in Business Administration and Finance, a Master of Science degree in Financial Analysis & Investment Management, and over 8 years of combined corporate and municipal budgeting experience; and,

WHEREAS, In his current position as a Senior Budget & Revenue Analyst of the Budget & Analysis Division of the San Francisco Controller's Office, Mr. Macaulay is the lead Controller's Office analyst for a diverse group of City departments with Fiscal Year 2015 budgets ranging from approximately \$5 million to \$1 billion, including among them the Department on the Status of Women; and,

WHEREAS, Mr. Macaulay's support and guidance of the Department on the Status of Women have been integral to ensuring the smooth development and implementation of a balanced budget for Fiscal Year 2014 – 2015, which included an 11.5% increase to the Violence Against Women Intervention and Prevention Grants Program, \$75,000 to fund Family Friendly Workplace Ordinance Outreach, and \$110,000 to fund two domestic violence advocates to be located at San Francisco Housing Authority sites; and,

WHEREAS, Mr. Macaulay is a truly exceptional analyst and a significant asset to the City family who has gone above and beyond to provide countless hours of timely and targeted technical assistance to the Department and the Commission on the Status of Women;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Devin Macaulay for his dedicated service to the Department and Commission of the Status of Women and the City and County of San Francisco at large.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
August 21, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing Marisa Pereira Tully*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Marisa Pereira Tully has demonstrated an exceptional commitment to public service, having held positions providing both direct service and policy advocacy for survivors of gender-based violence; and,

WHEREAS, Ms. Pereira Tully advocated for women's rights as a Volunteer for the National Women's Law Center, where she researched labor hierarchies in low-income industries; then as a Congressional Intern for the Office of Congresswoman Jackie Speier, where she researched legislation relating to Leader Pelosi's Women's Economic Agenda; and,

WHEREAS, In her current position as a Fiscal & Policy Analyst of the San Francisco Mayor's Office of Public Policy & Finance, Ms. Pereira Tully's support and guidance have been truly integral to ensuring the smooth development and implementation of a balanced budget for Fiscal Year 2014 – 2015, which included an 11.5% increase to the Violence Against Women Intervention and Prevention Grants Program, \$75,000 to fund Family Friendly Workplace Ordinance Outreach, and \$110,000 to fund two domestic violence advocates to be located at San Francisco Housing Authority sites; and,

WHEREAS, Ms. Pereira Tully is a tireless champion of women's rights to safety and economic empowerment who has utilized her exceptional analytic skills to advocate for the vulnerable and underserved; a significant asset to the City family who has provided timely and targeted support to the Department and the Commission on the Status of Women;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Marisa Pereira Tully for her dedicated service to the City and County and the women of San Francisco.

Nancy Kirshtner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
August 21, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing the 35th Anniversary of Tradeswomen, Inc.*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Tradeswomen, Inc. is composed of women carpenters, electricians, glaziers, ironworkers, laborers, operating engineers, plumbers, pipefitters, masons, surveyors, sheet metal workers, truck drivers, and others with the mission of "acting together to create fair and safe conditions for women working in nontraditional blue collar jobs," and;

WHEREAS, Since its founding in 1979, Tradeswomen, Inc. has engaged in pioneering work to promote women in the trades by sponsoring the first national conference for women in trades, publishing the nation's only magazine for and by blue collar women, successfully implementing an apprenticeship program, and educating thousands of girls about job opportunities in the trades; and,

WHEREAS, Tradeswomen, Inc. will be marking its 35th Anniversary on Saturday, September 19, by recognizing Richadine "Richey" Rice Gore (1941-2012), Tradeswomen & Construction Workforce Advocate; the International Brotherhood of Electrical Workers Local Union 595 for sustained leadership and inclusive support for women in the trades; and Meri Issel, Director of Professional Development Pacific Gas and Electric Company, Tradeswoman Activist and Leader;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women, expresses its deepest appreciation to Tradeswomen, Inc., on the occasion of its 35th anniversary, as an organization that has successfully reshaped blue collar environments by recruiting, retaining, and empowering women at every stage of their careers in the trades, and wishes it continued success into the future.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
August 21, 2014*



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
Department on the Status of Women



Edwin M. Lee
Mayor

STRATEGIC PLAN
Fiscal Years 2014 – 2016
(July 1, 2013 – June 30, 2016)

I. Mission

The Commission and Department on the Status of Women work to foster equitable treatment and the advancement of all women and girls throughout San Francisco through policies, legislation, and programs.

II. Background

The Commission on the Status of Women was established by the San Francisco Board of Supervisors in 1975 after years of advocacy on the part of the San Francisco women's community. In 1994, the voters of San Francisco approved Proposition E, which created a permanent Department on the Status of Women to carry out the policies of the Commission. In April 1998, San Francisco became the first municipality in the United States to adopt an ordinance implementing locally the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. Through the landmark local implementation of this Women's Human Rights Treaty, the Department and the Commission have received national and international attention and awards.

The overall vision is to serve as San Francisco's premier policy-making body on women's issues, using the CEDAW framework in all our work, through the following means:

- 1. Policy Advocacy:** Create comprehensive policies in San Francisco based on a CEDAW women's human rights framework to advance the status of women and girls in San Francisco by working collaboratively with community leaders, other departments, and elected officials.
- 2. Legislative Advocacy:** Create comprehensive policies in San Francisco by legislation, and, when appropriate, advocating for or against legislation, or proposing legislation or policy reforms to the Mayor, Board of Supervisors, and others. Monitor and act upon local, state, and federal legislation impacting women and girls through letters, press releases, and other tools.
- 3. Oversight & Implementation of Programs:** Ensure the sustainability and document the impact of the Violence Against Women Prevention & Intervention Grants Program; oversee programs, not only at the Department but city-wide that are intended to meet the needs of women and girls; and, implement programs to support policy and legislative advocacy.

III. Policy Leadership

Goal #1: Position the Commission/Department in the community as a significant leader in the area of women's equality.

Objectives

1. **Commission Meetings:** Convene monthly Commission meetings to address key women's issues; be inclusive in speaker and audience outreach; conduct meetings in an open and transparent manner.
 - There were 11 Commission meetings, including one special meeting in February 2014 to discuss the Mayor's proposed budget.

[Proposed for FY14-15]

 - The joint commission meeting with the Health Commission was rescheduled from December 3, 2013, to September 16, 2014.

[Question for Commission]

 - Does the Commission want to do additional joint meetings or a meeting in the community for FY14-15?

2. **Status of Women in San Francisco Report:** Gather benchmark data and develop a report on the status of women and girls in San Francisco at least once every 3 years.
 - Last report was in 2009.

[Proposed for FY14-15]

 - Summer intern Emma Williams-Baron completed "Women in the Workforce Fact Sheet," July 2014
 - Updated report can include data from Family Friendly Workplace Ordinance (FFWO), the Department of Children, Youth, and Their Families Community Needs Assessment, the San Francisco Family Support Network (SFFSN), and other current networks.
 - Can be a part of the Commission's 40th anniversary report expected in 2015.

3. **City-wide Policy, Legislative Agenda:** Advise the Mayor, the Board of Supervisors, and other city agencies on women's issues; support Mayoral priorities; engage with the city-wide Legislation Committee; monitor and develop Board of Supervisors legislative proposals; provide technical assistance to other city departments on issues impacting women and girls.
 - At the Board of Supervisors Government Audit and Oversight Committee meeting, the Department testified in support of the Adult Probation Department's proposal for a Survivor Restitution and Accountability Program.
 - The Department testified at the Board of Supervisors Budget and Finance Committee Hearing on Services and Solutions for Women and Families who are Experiencing Homelessness.
 - The Department also monitors legislative updates from Mayor Lee and Board of Supervisors.

[Proposed for FY14-15]

 - Advocate on at least 3 statewide legislative proposals through the City Legislation Committee, targeting bills that focus on domestic violence, sexual assault, human trafficking, and/or employment rights.

[Question for Commission]

- Does the Commission want to begin the process of updating the landmark 1998 CEDAW Ordinance? This will involve a substantial amount of follow-through and staff time, and will require re-prioritizing other projects.

4. California Women's Policy Summit: Continue to actively partner in the planning and support of the annual California Women's Policy Summit held in Sacramento in January.

- The summit was attended by two fellows and four staff members in January 2014.

[Proposed for FY14-15]

- Ensure that at least 2 staff members participate in the Policy Summit, and select at least one priority from the Summit on which to engage or advocate.

5. United Nations Commission on the Status of Women Forum: Partner with the United Nations Non-Governmental Committee on the Status of Women (UN NGO CSW); identify resources necessary for outreach efforts and secure at least one private/public grant to support this initiative; continue to share best practices at the UN NGO Parallel Sessions annually in March; grow participation of San Francisco Bay Area Delegates to UN Parallel Sessions by 5% annually.

- The San Francisco Delegation had a record 50 members, including, for the first time, San Francisco First Lady Anita Lee and two Commissioners.
- The Department organized three panels:
 - "Gender Equity in Basic Education: How Formal and Informal Education Benefits Women in Malawi, Mali and Kenya"
 - "How to Enact and Implement CEDAW Locally: Lessons from San Francisco, the First City for CEDAW"
 - "Strategies in the War Against Human Trafficking: Lessons from Peru, San Francisco, and Beyond"
- During the same week, Ms. Laferrière attended the 110th Session of the UN Human Rights Committee (UN HRC) as an author of a shadow report on US compliance with the International Covenant of Civil and Political Rights (ICCPR).

[Proposed for FY14-15]

- Continue to share San Francisco's implementation of CEDAW to a broad international audience at the 2015 UN NGO CSW.
- Seek grant funding to support the women's human rights work.

6. Cities for CEDAW Campaign: The campaign's goal is to have 100 City mayors across the country commit to passing a local measure of the CEDAW Ordinance by December 2015. Committed cities must fulfill three requirements: 1) Have an oversight body, 2) Conduct gender analyses of city operations, and 3) Have funding allocated to support implementations of CEDAW principles.

- The Department, along with Women's Intercultural Network, launched the "Cities for CEDAW" Campaign at the UN NGO CSW 58th Forum.
- In June 2014, shepherded the successful adoption of a "Cities for CEDAW" Resolution at the US Conference of Mayors Annual Conference.

[Proposed for FY14-15]

- Develop an overall strategy for the campaign; target key cities and their mayors; secure the commitments of 100 Mayors by the June 2015 US Conference of Mayors Annual Conference hosted by San Francisco.

7. CEDAW Women's Human Rights Awards Luncheon: Support the work of the Friends in this annual fundraiser; double participation by internationally recognized figures in 2015, adding 2 figures each year thereafter: 2 in 2015; 4 in 2016; 6 in 2017.

- On September 30, 2013, the Department worked closely with the Friends of the Commission to produce this event. One of the many notable attendees was Soon-Young Yoon, Chair of the NGO Committee on the Status of Women, New York.

[Proposed for FY14-15]

- Continue to collaborate with the Friends, as appropriate.

8. Newsletter and Social Media: Educate the public about the Commission and Department's work through monthly newsletters or alerts from Department's Twitter, Facebook, and LinkedIn Accounts. Increase the amount of followers by 25% by 2015.

- The Department has sent out 49 newsletters
 - 19 were specifically for the Gender Equality Principles Initiative
 - 2 were specifically for the Healthy Mothers Workplace Coalition
- Department on the Status of Women
 - Twitter account (@statufofwomensf) has 451 followers to date.
 - Facebook page has 333 likes to date.
- Cities for CEDAW
 - Twitter account (@Cities4CEDAW) has 66 followers to date.
 - Facebook page, created in March 2014, and has 107 likes to date.
- Gender Equality Principles
 - Twitter account (@GEPIInitiative) has 292 followers to date.
 - Facebook page has 173 likes to date.
- Healthy Mothers Workplace Coalition
 - Twitter account (@Healthy_Mothers) has 129 followers to date.
 - Facebook page has 63 likes to date.

[Proposed for FY14-15]

- Continue outreach as established in FY13-14.

Goal #2: Advance women's leadership.

Objectives

1. Gender Analysis of Commissions and Boards: Release report every 2 years (odd years) per local ordinance.

- The 2013 Report was completed in December 2013.
- The Department is providing technical assistance to DCYF, Seattle Human Rights Commission, Contra Costa County, and Santa Clara County to conduct gender analyses of city operations.

[Proposed for FY14-15]

- Prepare for 2015 report.

2. City Hall Fellows Women in Government Initiative: Serve in an advisory role to this quarterly networking lunch.

- The Department and Commission met with organizers in spring 2014 to brainstorm ideas for future lunches.

[Proposed for FY14-15]

- Continue to serve in an advisory role.

3. Commission Resolutions: Recognize women leaders in the community through Commission resolutions.

- The Commission has signed 42 resolutions.
- Honorees are listed in the monthly Department newsletter.

[Proposed for FY14-15]

- Continue to celebrate major anniversaries of Partner Agencies and recognize unsung heroes in the community.
- Limit the number of resolutions per meeting to a reasonable number.

4. Women Making History Ceremony with the Mayor, District Attorney, and the Board of Supervisors: Organize this event held annually for Women's History Month in March. Expand the reach of the event by posting honoree profiles on department website and increase website hits by 5% annually beginning in 2015.

- In partnership with the Mayor, Board of Supervisors, Office of the District Attorney, and the Friends of the Commission, the Department held the annual Women Making History Ceremony in March 2014. The national theme for 2014 was "Celebrating Women of Character, Courage and Commitment."
- Women Making History Honoree profiles are posted on the Department's website.

[Proposed for FY14-15]

- Continue to organize this signature event.

5. Accelerate for Women and Girls: The Department serves on the Steering Committee for this new umbrella organization of agencies that work globally to advance women and girls.

- The group was founded in November 2013 at a Women's Summit. The Department was invited to serve on the Steering Committee, together with representatives of Global Fund for Women, the Global Women's Leadership Network, the Women's Funding Network, and Let Girls Lead.
- The Department co-sponsored a screening of "PODER," a documentary about the empowerment of Mayan girls, on April 10.

[Proposed for FY14-15]

- Recruit a fellow to support the work of Accelerate.
- Support a second Women's Summit in November 2014 through the work of the fellow.

IV. Women in the Workplace

Goal #1: Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.

Following the adoption of CEDAW, the Department created a set of gender analysis guidelines and a gender budgeting training. These tools ensure that women's human rights are upheld and their unique needs are addressed.

Objectives

1. **Gender Analysis of City Departments:** Focus monitoring of City Departments to those that provide girls services; require agencies to report to the Commission on girls services (4 per year).
 - In FY13-14, the following Departments reported to the Commission in response to gender analysis questions: Arts Commission, Department of Animal Care and Control, Department of Children, Youth, and Their Families (DCYF), Fire Department.

[Proposed for FY14-15]

 - Determine which departments will be examined in FY14-15 as part of an overall 3-year plan.

[Question for Commission]

 - Please review the separate memo on proposed departments for gender analyses in a 3-year period, beginning this year. This will be discussed at the August 21 Commission meeting.
 - Additional departments for consideration include the Sheriff's Department and a follow-up on the Animal Care & Control Department.

2. **Sexual Harassment Claims:** Monitor claims within City and County government on a quarterly basis as required by Section 33.7 (b) of the Administrative Code and report findings through the Department's performance measures. Work with the Department of Human Resources to review trends in sexual harassment in 2014.
 - In Quarter 1, a total of 11 complaints were filed on the basis of gender or sex, 7 filed through the City's internal processes and 4 filed externally through the California Department of Fair Employment and Housing or the United States Equal Employment Opportunity Commission.
 - In Quarter 2, a total of 7 complaints were filed on the basis of gender or sex, all filed and handled through the City's internal processes.
 - In Quarter 3, a total of 11 complaints were filed on the basis of gender or sex. Eight complaints were filed internally; 3 complaints were filed externally.
 - Data from Quarter 4 will be reported on when received from the Department of Human Resources.

[Proposed for FY14-15]

 - Planned for FY 2014-2015: The Department will continue to monitor trends in sexual harassment and seek ways to expand upon the data gathered. Data collected will contribute to the upcoming *Status of Women in San Francisco* report.

3. **City-wide Equity Initiative:** Work with the Mayor and Board of Supervisors to formalize an equity analysis of workforce (i.e. sex, race, immigration status, parental status, language, sexual orientation, disability, age, and other attributes), budget, and services.
- With advocacy by the Department, this work has been incorporated into the proposed renewal of the Children's Amendment.
- [Proposed for FY14-15]
- Monitor the implementation of equity analysis as required by the renewed Children's Amendment.

Goal #2: Promote women's economic independence by advancing gender equality in San Francisco's private sector workplaces.

Objectives

1. **Gender Equality Challenge:** Continue to collect gender responsive model practices from San Francisco Bay Area organizations; increase participation from San Francisco Bay Area organizations by 10% per year.
- 10 companies participated in the 2013 Gender Equality Challenge.
 - There were about 100 attendees at the January 30 "Forum Honoring Progress: The 2013 Gender Equality Challenge," which showcased the 10 best practices submitted for the Challenge; there were representatives from 50 companies.
- [Proposed for FY14-15]
- The Department has recruited 15 companies for the 2nd Annual Gender Equality Challenge: Adobe, AT&T, BiRite, CBRE, Charles Schwab, Duane Morris, Gap, Latham & Watkins, Lee Hecht Harrison, Palantir, Paragon Legal, PG&E, Square, Walgreens, and Zynga.
2. **Strategic Plan:** Together with the Gender Equality Council, develop an overall strategic plan including launching an independent organization and identifying a candidate organization by July 2014; develop and execute a strategy to fund a dedicated staff person for the GEP by hiring a fundraising consultant by July 2014.
- The Department has hired a Senior Development Manager whose work will focus on securing private funding to support the Gender Equality Principles Initiative and other projects of the Department.
- [Proposed for FY14-15]
- Transition the GEP to a self-sustaining project supported by the private sector.
3. **Outreach on City's Business Licensing:** Encourage the Office of Small Business to expand education among women entrepreneurs in the City's business licensing process.
- There has been no progress.
- [Proposed for FY14-15]
- The Department will consider the Office of Small Business in its 3-year gender analyses plan.
4. **Small Business Week:** Assist in increasing participation of women-owned businesses at this annual event held annually in May.
- The Department assisted in publicizing the event through social media.

[Proposed for FY14-15]

- Continue to assist with public outreach.

5. Affordable, High Quality Childcare & Afterschool Programs: Partner with other organizations to identify opportunities for new policies to promote affordable and high quality childcare and afterschool programs.

- In June 2014, DCYF gave an overview of its most recent Child Care Needs Assessment. [Question for Commission]
- At least one commissioner has expressed that this should be a focus of the Department's work. Would appreciate feedback on what the Department should be doing and how to re-prioritize other tasks in order to allow for a focus on childcare.
- One idea is to work into building code the requirement to include child care facilities in every new building.

Goal #3: Promote women and family economic security through legislative advocacy

Objectives

1. Women and Family Friendly Workplace Policies: Partner strategically with other organizations to increase public awareness of family friendly policies; organize at least one campaign per year; engage in the legislative process for policy solutions.

- Organized a Family Friendly Workplace Ordinance (FFWO) forum and business case fact sheet. Secured \$75,000 in FFWO outreach funding. The Department also presented on the FFWO to a delegation of Singaporean government officials.
- The Department joined the San Francisco Family Support Network (SFFSN) policy committee along with DCYF, First 5, and other family-serving agencies. We will use this committee to collaborate with these organizations on FFWO, Children and Youth Fund efforts, and other family-centric policies.
- Wrote letters and spoke with local and state officials in support of a number of family friendly policies including Paid Sick Leave and Paid Family Leave funding.
- Participated in the Workplace Scheduling Taskforce (aka Predictability Taskforce) with Board President David Chiu and contributed to planning meetings to draft the policy proposals.

[Proposed for FY14-15]

- Designing a coordinated education campaign consisting of joint outreach with the Office of Labor Standards Enforcement (OLSE) and one capacity building grant to a community-based organization.
- Will seek a year-long Department Fellow to help with this effort.

2. Raise the Minimum Wage: Given the fact that the majority of minimum wage workers are women, support efforts to increase the minimum wage.

- Ballot measure will go before voters.

[Proposed for FY14-15]

- Continue our working relationship with the U.S. Department of Labor Wage & Hour Division.

3. Expanding the Economic Safety Net for Women and Families

- The Department wrote a letter in support of AB 1579, the Healthy Babies Act, that would allow, as in a majority of U.S. states, pregnant women to become eligible for public assistance in the third trimester of pregnancy. We helped publicize its content on social media, researched public assistance access for pregnant women across the country, and wrote an opinion piece with WOMAN Inc.

[Proposed for FY14-15]

- Continue to monitor state legislation that affects women and girls.

[Question for Commission]

At least one Commissioner has expressed interest in developing an overall agenda for a women's economic safety net that could be passed at the local level. Would appreciate feedback on how to proceed and how to re-prioritize other tasks in order to allow for a focus on an economic safety net agenda for women at the local level.

4. Late Night Transportation

- The Department has actively supported the Late Night Transportation Hearing and Taskforce, and testified on the impact of gaps in late night transportation for women workers.

[Proposed for FY14-15]

- Continue to monitor local legislation that affects women and girls.

V. Women's Health & Safety

Goal #1: Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.

Objectives

1. **Grant Administration:** Complete a Violence Against Women Community Needs Assessment once every two grant cycles to regularly assess strengths and needs of survivors of gender-based violence. The vast majority of the Department's funds are dedicated to community programs specifically designed to address violence against women, including domestic violence, sexual assault, and human trafficking. Program categories include: 1) Crisis Lines, 2) Intervention/Advocacy, 3) Legal Assistance, 4) Shelter Services, 5) Transitional Housing, and 6) Prevention Education. The competitive RFP is slated for FY14-15 to begin a new 3-year grant cycle for FY15-18.
 - The Department recently conducted a comprehensive Violence Against Women Community Needs Assessment, which surveyed both existing Partner Agencies and non-funded agencies that serve populations including among them survivors of gender-based violence. The results from this study play a pivotal role in determining funding priorities for the upcoming 3-year grant cycle.
 - The VAW Prevention and Intervention Grants Program allocated nearly \$4M in grant funding directed to violence prevention and intervention services.
 - In August 2013, the Department issued a competitive Request for Proposals for San Francisco's Response to Human Trafficking to combat and address the need for

comprehensive services for human trafficking victims and ongoing anti-human trafficking efforts. The Department funded the San Francisco Options for Comprehensive Action for Youth.

[Proposed for FY14-15]

In fall of 2014, the Department will be releasing a Request for Proposals for the next 3-year cycle of the VAW Grants Program, spanning July 1, 2015 – June 30, 2018. This is an enormous undertaking which will take up most all of the staff time of the Grants Administrator. In addition to the currently funded Partner Agencies under the program, we anticipate proposals from many others seeking city funding for programs that address violence against women. The Commission will be asked to approve the final awards at the November Commission meeting (annual retreat).

2. **Citywide Non-Profit Fiscal and Compliance Monitoring Program:** Continue participating in the annual monitoring program led by the Controller's Office to ensure all applicable grantees are in compliance with standard accounting and management procedures.
 - As a participant and part of the Citywide Non-Profit Fiscal and Compliance Monitoring Program, the Department attends the quarterly Steering Committee Meetings, participates in the Risk Assessment process, and in monitoring site-visits or self-assessments the shared fiscal and compliance monitoring of nonprofit organizations that have multiple City contracts. This program coordinated by the Controller's Office has standardized the way City departments conduct fiscal and compliance monitoring so that it is done efficiently and uses consistent standards and methods. Being one of the smaller funding Departments, we have been the lead for four agencies on average, and all but three of our currently funded agencies participate in the joint monitoring.

[Proposed for FY14-15]

The Department will continue to participate in this city-wide monitoring program.

3. **Annual Partner Agency Conference:** Convene a Partner Agency Conference focused on capacity building, to support the development of San Francisco non-profits and monitor its value by conducting a survey of participants with a satisfaction rate goal of 90%.
 - The Department hosted the annual Partner Agency meeting on October 15, 2013. LYRIC and El/La Para Translatinas presented "Transgender 101 " to our Partner Agencies, which focused on topics ranging from gender identity, transgender experiences. They also distributed fact sheets and asked participants to imagine what a fully trans-inclusive community might look like. The San Francisco Police Department was also on hand to provide community resources around safety and talk about the City's Sanctuary City designation. Nineteen evaluation forms were returned and 95% rated the presentation as excellent or very good, and relevant to their needs.

[Proposed for FY14-15]

This year's Annual Partner Agency Conference will address cultural competency, a key finding from the 2014 Community Needs Assessment.

4. **Data Analysis:** Analyze quarterly data collected from Partner Agencies for contract compliance, programmatic monitoring, and to discern trends in the field; issue year-end performance summaries each fiscal year to the Controller's Office; offer ongoing technical

assistance to grantees in the collection and submission of data through the quarterly grant reports.

Monitor the following performance measures:

- a. Number of hours of supportive services.
- b. Number of unduplicated individuals served.
- c. Individuals served for which English is not the primary language..
- d. Number of crisis line calls.
- e. Number of shelter bed-nights.
- f. Number of individuals turned away from shelters.
- Partner Agencies are required to submit quarterly Service Data Reports based on their Grant Plans. The Fourth Quarter Services Reports are due at the end of July 2014, and will be summarized in the Annual Performance Year End Performance Summary Report. Once finalized, the report will be presented to the Commission, the Mayor's Office and the Board of Supervisors, as well as posted on the Department's website.
- Beginning in FY 2013-2014, the Department revised the VAW Grants Program Quarterly Report Template. It now has a simplified Summary of Services section, and Partner Agencies are asked to collect and report demographic data on transgender clients, in addition to gender by male / female, age and ethnicity; overall client demographic data, including history of violence, disability status, sexual orientation and housing and veteran status. This information provides a comprehensive snapshot of clients served and better information for our funding.

[Proposed for FY14-15]

The Department will continue to provide public reports of the performance of the Partner Agencies.

5. **Programmatic Monitoring of Partner Agencies:** Develop guidelines for programmatic monitoring of Partner Agencies; new programmatic monitoring procedures will be implemented in the next grant cycle, with 33% of grantees monitored each year of the cycle beginning in 2015-2016.
- Not yet begun.

[Proposed for FY14-15]

This project will have to be postponed to FY15-16 as all energy this fiscal year will be directed to the RFP for the new 3-year cycle.

Goal #2: Create a seamless City response to domestic violence.

OBJECTIVES

1. **Justice & Courage Project:** Wrap up the work of the Justice and Courage Oversight Panel efforts by issuing a final report by August 2014; continue following work of Justice & Courage through the following efforts led by the Department.
 - a. Safe Housing for Domestic Violence Survivors
 - b. Regular meetings with Department Heads and senior Court officials
 - c. JUSTIS implementation

- The Department issued the *Justice & Courage Final Report*, which tracked the recommendations that were complete and which need continued work through the Family Violence Council.
- The Department organized and trained all San Francisco Housing Authority staff in domestic violence with Housing Subcommittee.
- The Department obtained funding for two domestic violence advocates to be placed at San Francisco Housing Authority (SFHA) through the Justice & Courage Oversight Panel, and submitted detailed comments to SFHA's annual plan on violence against women.
- The Department has organized two meetings with Police Chief Greg Suhr, and a meeting with District Attorney George Gascón, and a separate meeting with Chief Adult Probation Officer Wendy Still.
- The Department is working with San Francisco Police Department on policies for referring cases to Child Protective Services when children are present during a domestic violence incident.
- Department staff attended meetings of the JUS.T.I.S. Governance Council and domestic violence data is expected to become available by December 2014.

[Proposed for FY14-15]

- Activities formerly conducted by the Justice & Courage Oversight Panel will be transitioned to a domestic violence policy and issues subcommittee of the Family Violence Council which will take up those recommendations still in progress from the original reports.

2. Domestic Violence Monitoring: Monitor the following city-wide measures.

- a. Number of domestic violence incident reports made to the Police Department.
 - b. Number of domestic violence calls made to 911.
- Annual City-wide performance measures will be submitted to the Controller's Office no later than September 1, 2014. These updates will be revised to reflect final figures following submission.
 - As a result of 12 years of focused work address domestic violence, San Francisco achieved 44 months free from domestic violence-related homicides (June 2010 – January 2014)

[Proposed for FY14-15]

- The Department will continue to monitor the number of domestic violence incident reports made to SFPD and the number of domestic violence calls made to 911. These two sets of data are routinely collected and reported to the Controller's Office. This year, data collected will contribute to the upcoming *Status of Women in San Francisco* report.

3. Workplace Domestic Violence Policy: Develop and implement a workplace policy on domestic violence for the City & County of San Francisco.

- The Department created the "Domestic Violence in the Workplace" brochure, and is working with Human Resources Department to create Workplace Policy on Domestic Violence, Sexual Assault & Stalking.
- The Department trained 100 HR professionals on domestic violence in October 2013.

[Proposed for FY14-15]

- Distribute Domestic Violence & Workplace Brochure to all city employees in October 2014.
- Conduct training for HR staff on domestic violence in October 2014.
- Finalize workplace policy on domestic violence for City and County of San Francisco.

4. Legislative Advocacy

- The Department obtained approval through the City's State Legislation Committee of support for AB 1653 (Domestic Violence & CalWORKS).
- The Department advocated to change victim compensation regulations preventing sex workers from accessing compensation.

[Proposed for FY14-15]

- Amend and update the Family Violence Council Ordinance. There are a number of key departments (e.g., Juvenile Probation Department) that should be included as members. Also there is a need to add the domestic violence issues and policy subcommittee to the formal structure of the Council.

5. Domestic Violence Awareness Month: Support the kick-off event annually in October and increase media coverage of the event by 5% annually beginning to benchmark in 2014. Coordinate with Department on the Environment on the Annual Cell Phone Drive in October to raise awareness of domestic violence.

- City Hall was lit in purple for first time in honor of Domestic Violence Awareness Month on October 2013.
- In October 2013 the Department partnered with the Department on the Environment and coordinated the 6th Annual Cell Phone Drive to raise awareness to highlight October as collected and recycled almost 200 cell phones.

[Proposed for FY14-15]

- Institute lighting City Hall purple as an annual event.

6. One Billion Rising: Support this event, co-sponsored with the Mayor's Office, V-Day, and Filipina Women's Network, which brings attention to the global effort to fight violence against women by expanding the number of community partners and increasing the number of participants by 10% each year beginning in 2015 with a goal of 5,500.

- The Department organized the first ever Violence Against Women Legal Clinic in March 2014 in connection with 2014 One Billion Rising.
- The Department worked closely with V-Day, Filipina Women's Network, Mayor Lee's office, District Attorney's office, and several partner agencies to put together the second annual San Francisco One Billion Rising for Justice event. Around 2,000 community members attended the event to demand a stop to violence against women and girls.

[Proposed for FY14-15]

- Continue the collaboration on a 2015 event, scale and scope to be determined.

Goal #3: Coordinate community-based and City-wide family violence prevention and intervention, including elder abuse, child abuse, and domestic violence efforts in San Francisco through the Family Violence Council.

Objectives

1. **Meetings:** Convene 4 quarterly meetings of the Family Violence Council annually with a participation rate goal of 90% of council members at each meeting, as well as any committee or ad hoc meetings necessary.
 - The Department continues to convene quarterly meetings.
 - The Department celebrated its 5th anniversary of the Council in November 2013.

[Proposed for FY14-15]
Continue to staff the Family Violence Council.

2. **Intervention Services:** Partner with government and community agencies to identify gaps in intervention services, and create a structure for addressing those gaps by increasing reporting with a goal of decreasing the annual homicide rate for all forms of family violence (child abuse, domestic violence, and elder abuse).
 - The transition of Justice & Courage Oversight Panel to the Family Violence Council will address these gaps.
 - The Department organized successful training for all Department of Child Support Services staff on domestic violence.
 - The Department updated the Domestic Violence Informing Notice given to CalWORKs clients.

[Proposed for FY14-15]

 - Conduct at least 4 Department Head Meetings on domestic violence policy issues.
 - Complete work with SFPD on domestic violence general order.

3. **Resources:** Produce annually the *Report on Family Violence in San Francisco* to be submitted to the Mayor, the Board of Supervisors, and the community at large.
 - The Department is currently in the final stages of drafting *Family Violence Council Report for 2011-2012 and 2012-2013*, and plans to publish it in FY 2014-2015.

[Proposed for FY14-15]

 - Complete the annual report in a timely manner.

Goal #4: To advance the policy agenda and public awareness to prevent and curtail the trafficking of women and girls in San Francisco.

Objectives

1. **Mayor's Task Force on Human Trafficking:** Continue to staff Mayor's Task Force and various subcommittees; continue collaboration with the U.S. Attorney's Office and provide an update for the government executives briefing conference held annually in January.
 - The Department created a data tool that city and non-profit agencies will use to track data on human trafficking, and put together a proposal for a 24-hour response to child sex trafficking and is working to get it funded.
 - The Department presented at the US Attorney's meeting of task forces in January.

- The Department staffs meetings of Task Force, including bimonthly general meetings, monthly child sex trafficking meetings, quarterly massage parlor meetings, and bimonthly sex worker meetings.
- The Department signed onto letter in support of petition to California Supreme Court to take review of a problematic appellate decision involving a juvenile who was charged with prostitution.
- The Department authored two op-ed pieces on human trafficking and met with an editor at *San Francisco Chronicle*, which subsequently ran a series of editorials on trafficking.
- The Department is participating in Core Team of a Demand Abolition project focused on buying of minors and predatory sex buyers.
- The Department joined the Advisory Team for the SafeNight smartphone app by Caravan Studios, which matches trafficked survivors with hotel space and resources.

[Proposed for FY14-15]

- Participate in planning on trafficking efforts around Super Bowl 2016.
 - Gather and publish data from data tool for first 6 months of FY 2014-2015.
 - Create outreach materials to be used by massage inspection teams.
 - Create protocols to facilitate reporting by sex workers of violent predators.
 - Identify funding for 24 hour emergency response to child sex trafficking.
2. **Human Trafficking Notice Law (SB 1193):** Execute the human trafficking notice law outreach effort; together with other city agencies, monitor compliance; develop recommendations for changes to the program.
- The Department conducted comprehensive outreach to San Francisco businesses on human trafficking notice: the Department mailed the poster to 687 affected businesses, and followed up with a "Day of Action," with 33 volunteers visiting 17 neighborhoods in person to check on the status.
 - Department staff and Commissioners participated in a Department of Public Health massage parlor inspection and provided 200 posters.

[Question for Commission]

- At least one Commissioner has questioned this approach to enforcement of state law and would prefer that enforcement measures be taken up through possible state legislation. Would appreciate direction on this issue. Pursuing state legislation on this item may require re-prioritization of other issues.
3. **San Francisco Collaborative Against Human Trafficking (SFCaHT):** Develop a plan and execute the transition to an independent organization by identifying a candidate organization by July 2014 and completing the transition by December 2014.
- The Department helped organize a successful conference on Child Sex Trafficking in August 2013, where an original video about a locally trafficked survivor was debuted. It is posted on YouTube, and has had 4,849 views to date. There were 187 participants, from CEOs to government agencies, schools, neighboring counties, and other states.
 - The transition of SFCaHT staffing to National Council of Jewish Women San Francisco Chapter is complete. The website is in process of transition.

[Proposed for FY14-15]

- The Department will provide support as appropriate to the next SCAHT Conference on Labor Trafficking slated for Wednesday, December 3.

4. **Legislative Advocacy**

- The Department obtained approval through the City's State Legislation Committee of support for AB 2035 (Commercial Sexual Exploited Youth and Child Welfare System). The Department participated in statewide advocacy for increased funding for child welfare system to respond to Commercial Sexual Exploited Youth which resulted in \$19 million in state funding.

[Proposed for FY14-15]

- The Department will continue to monitor state legislation related to human trafficking.

5. **Human Trafficking Awareness Day:** Coordinate this event held annually in January; conduct a Teen Poster Contest; track the number of submissions with the goal of increasing participation annually by 5%; explore resources to incorporate an educational outreach component at the high school level.

- Very successful distribution of posters; all have been distributed, and School District agreed to post in wellness centers.

[Proposed for FY14-15]

- Planned for FY 2014-2015: Collaborate with US Fund for UNICEF and Youth Commission to include an educational outreach component for 2014-2015 contest.

VI. GIRLS

Goal #1: Ensure all girls in San Francisco have equal access to social services and education.

Objectives

1. **Girls and Science, Technology, Engineering, and Math (STEM) Careers:** Explore private and public partnerships with organizations such as American Association of University Women, UC San Francisco, and San Francisco Bay Area technology companies.

- There has been no progress.

2. **Alliance for Girls:** Help build the capacity of girls service providers by meeting at least twice a year with the Alliance for Girls.

- The Department and Commission have invested considerable time on building a collaboration with the Alliance for Girls and building the capacity of the Alliance leadership.

[Proposed for FY14-15]

- Continue to partner with the Alliance for Girls on local issues affecting girls.

3. **Monitor Funding for Girls Services:** Ensure equitable funding of girls services by the City by supporting increases to city-wide funding, including renewal of the Children's Fund in 2014.

- The Department and Commission supported a focus group with girl-service providers, reviewed and edited the subsequent Community Needs Assessment (CNA), and met with DCYF leadership to discuss the gender analysis and future collaboration.

- The Department successfully advocated for the inclusion of gender-responsive language in the Children and Youth Fund Charter Amendment such as “ensuring children are provided with gender-responsive and culturally-competent services” as a goal of the fund and adding to fund-use eligibility: “Services responsive to issues of gender, sexual orientation, and gender identification, including, but not limited to, services to address the needs of girls and LGBTQQ communities.”
- Department staff is working with Equal Rights Advocates (ERA) to survey Title IX compliance at SFUSD high schools. These efforts have included conversations with the SFUSD Title IX Coordinator and individual high schools.

[Proposed for FY14-15]

- The Department will assist ERA with its fall Title IX Forum as well as make recommendations for increased awareness and therefore more complete compliance.

Goal #2: Ensure all women and girls have access to adequate and appropriate healthcare.

Objectives

1. Healthy Mother's Workplace Coalition: Continue to participate in the Coalition and increase public awareness by organizing one outreach event annually.

- The Coalition started its second year. The Department is in progress of doing outreach, and has reached about 5,000 contacts.
- The Coalition has established a goal of 150% increase in the companies who participate.
- The Coalition organized a book event and discussion on California's Paid Family Leave policy, and organized advocacy efforts to achieve funding. Through the state legislative process, the Coalition secured \$2 - \$5 million in state disability funds to be directed to outreach.

[Proposed for FY14-15]

- This is an agenda item for the joint Commission hearing with the Health Commission in September.

2. Affordable Care Act: Support the City's outreach efforts for this law by presenting at one community event annually.

- The Department presented an overview on the Affordable Care Act to the Department's Partner Agencies in October 2013 during the Annual Partner Agency Conference, and provided flyers for agencies to give to clients. Department staff also presented this information at the October Commission meeting.

3. Legislative Advocacy

- The Department analyzed the sugar-sweetened beverage tax legislation sponsored by the Board of Supervisors.

[Question for Commission]

- At least one Commissioner has expressed interest in developing a local ordinance in response to the court's actions to strike down buffer zone legislations. Should this be added to our work plan?
- The Health Commission President has suggested that the two Commissions could issue a joint women's health scorecard. If the Commission decides to pursue this, it will require staff time.

VI. DEPARTMENT ADMINISTRATION

Goal #1: Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.

Objectives

1. **Staff Development:** Continue to conduct annual performance evaluations for all staff and promote the professional development of staff year-round; ensure that each staff member participates in professional development, attending at least 1 training/conference per year.
 - Of all six paid staff members, each has attended at least one training or conference:
 - Leadership San Francisco
 - Domestic Violence Lethality Assessment
 - Women's Policy Summit
 - UN NGO CSW Forum in New York
 - UN HRC Session in Geneva

[Proposed for FY14-15]

 - Seek training opportunities for every staff member and have each attend at least 1 training/conference per year.

2. **Internship Program:** In January annually, recruit, interview, and, by April, place 2-3 summer collegiate interns to support the work of the Department from June through August; during the same time period, recruit, interview, and place 2-3 graduate-level interns to support the work of the Department from September through May; provide high quality mentoring and supervision to all interns placed with the Department.
 - In the summer of 2013, the Department hosted 2 undergraduate interns, and 2 graduate fellows.
 - In the fall of 2013, the Department hosted five Public Policy Fellows at the office who became an integral part of the Department team. We also hosted a graduate student for a short time who worked on a stand-alone project.
 - In the summer of 2014, the Department hosted four undergraduate summer interns.

[Proposed for FY14-15]

 - Seek a year-long Department Fellow for the Family Friendly Workplace Ordinance outreach, and other priority policy areas. Continue to offer internship/fellowship opportunities for undergraduate, graduate, and individuals in transition.

3. **Work Environment:** Maintain safe and healthy work environment for all staff and maintain a goal of no expenditures on workers' compensation claims; continue annual participation in the Shape Up San Francisco program, the October Combined Charities Campaign, and work with other City departments at 25 Van Ness Avenue to host health events for employees.
 - The Department has maintained a record of zero workers' compensation claims.
 - The Department participated in Shape Up San Francisco, which ended last month.
 - October marks the kick-off of San Francisco's annual Heart of the City Combined Charities Campaign. Last year, the annual "Building Community Through Giving!" campaign raised more than \$1.2 million; Department staff and Commissioners raised \$1,386.

[Proposed for FY14-15]

- The Department will participate in the Mayor's Wellness Initiative.
- New staff will be provided with ergonomic working environments.

4. Performance Measures: Continue to track data that reflects the status of women in San Francisco and the quality of work carried out by the Department by meeting all reporting deadlines.

- Annual City-wide performance measures will be submitted to the Controller's Office no later than September 1, 2014. These updates will be revised to reflect final figures following submission.

[Proposed for FY14-15]

- The Department will continue tracking data that reflect both the status of women in San Francisco and the work executed by Department personnel and programs. This data is routinely collected and reported to the Controller's Office. This year, data collected will contribute to the upcoming *Status of Women in San Francisco* report. Department staff will also explore tracking additional health and efficiency indicators in the coming years.

5. Annual Report: Publish an annual report which is then posted on the Department website.

- Department staff is currently drafting the *FY 2013-2014 Annual Report*.

6. Budget & Fund Development: On an ongoing basis, pursue strategies to increase departmental resources necessary for addressing the needs of women and girls; secure at least one outside grant.

- Budget

The Department received the following increases this fiscal year (FY 2014-2015):

- 10% Across-the-Board Increase for all Partner Agencies to support services that address domestic violence, sexual assault, and human trafficking.
- 1.5% Cost of Doing Business Increase to all grantees.
- In partnership with OLSE and a community based organization, the Department secured \$75,000 to fund Family-Friendly Workplace Ordinance outreach in partnership with community-based advocacy organizations.
- \$110,000 to fund two domestic violence advocates to be housed on site at San Francisco Housing Authority.

- Grants

- The Department currently oversees the Office on Violence Against Women San Francisco Domestic Violence Lethality Risk Assessment Project, a collaborative effort with the San Francisco District Attorney's Office, La Casa de las Madres, Asian Women's Shelter, Asian Pacific Islander Legal Outreach, and Mujeres Unidas y Activas funded under the Grants to Encourage Arrest Policies and Enforcement of Protection Orders Program. This project seeks to improve the criminal justice system's response and support services for Limited English Proficiency (LEP) victims of domestic violence and dating violence in San Francisco. Grant-funded work began on January 1, 2013 and is scheduled to conclude on December 31, 2014. In February, the Department applied for a continuation award; the application is pending.

- The Department currently has two staff people actively working on fund development. The Department regularly seeks development opportunities ranging from individual gifts to large grants.

[Proposed for FY14-15]

- The coming fiscal year, development staff will focus on raising funds for two major initiatives: the Gender Equality Principles Initiative and the Cities for CEDAW Campaign. Staff will also explore additional sources of state and federal funding.

Goal #2: Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.

OBJECTIVES

- 1. Information and Referrals:** Continue to provide high quality customer service by responding to constituent requests in a timely fashion, including members of the public, members of other City agencies, and elected officials by maintaining record of no complaints; report to the Commission on trends at least once a year.
 - There have been no complaints of the Department or Commission.

[Proposed for FY14-15]

 - Staff has developed a system for quantifying the numbers of information requests and referrals the office receives.
- 2. Public Outreach:** Comply with all public meeting requirements; maintain a current website that is updated at least once every 2 weeks.
 - The Department and Commission website is up to date and is updated regularly.
 - In FY 2013 – 2014, the website was visited 6,247 times, 75% (about 5,000) of which were first time visits.

[Proposed for FY14-15]

 - Continue to monitor metrics.

1

STRATEGIC PLAN UPDATE FOR FY 2013 – 2014

Commission on the Status of Women Meeting
Thursday, August 21, 2014
5 – 7 pm
City Hall, Room 263

2



Policy Leadership

- **Goal #1: Become Leader in Area of Women's Equality**
 - Legislation
 - UN Commission on the Status of Women
 - Social Media
- **Goal #2: Advance Women's Leadership**
 - Gender Analysis of Commissions and Boards
 - Accelerate for Women and Girls

3

Questions for the Commission

- Additional Joint Meetings?
- Meetings in the Community?
- Update San Francisco CEDAW Ordinance?

4

Women in the Workplace

- **Goal #1: Gender Equality in City and County of San Francisco**
 - Gender Analysis of City Departments
(Will return to this after presentation)
- **Goal #2: Gender Equality in Private Sectors**
 - Gender Equality Challenge
 - Strategic Plan for Gender Equality
- **Goal #3: Legislative Advocacy**
 - Family Friendly Workplace Ordinance



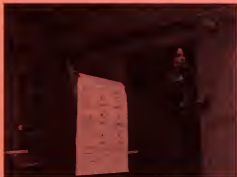
5

Questions for the Commission

- See separate memo on CEDAW Gender Analyses
- Affordable, high quality childcare & afterschool programs?
- Overall economic safety net agenda for women?

6

Women's Health & Safety



- **Goal #1: Violence Against Women Prevention & Intervention**
 - Grant Administration
 - Partner Agency Conference: Transgender 101 Training
 - Data Analysis
- **Goal #2: City's Response to Domestic Violence**
 - Justice & Courage Project
 - Workplace Domestic Violence Policy
 - Legislative Advocacy

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Women's Health & Safety (cont.)

- **Goal #3: Work with community in Family Violence Council**
 - Justice & Courage Oversight Panel Transition
 - *Family Violence Council Report for 2011-2012 and 2012-2013*
- **Goal #4: Prevent Human Trafficking in San Francisco**
 - Mayor's Task Force on Human Trafficking
 - Human Trafficking Notice Law (SB 1193)
 - SFCAHT Transition



8

Question for the Commission

- Human Trafficking Notice Requirement: Seek State-wide enforcement?

9

Girls

- **Goal #1: Ensure equal access to social services and education**
 - Alliance for Girls
 - Department of Children, Youth, and Their Families
- **Goal #2: Ensure adequate and appropriate healthcare**
 - Healthy Mother's Workplace Coalition
 - Affordable Care Act



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Questions for the Commission

- Reproductive Rights / Buffer Zone Legislation?
- Joint Health/Status of Women Women's Health Scorecard?

11

Department Administration

- **Goal #1: Smooth Operations of Department and Commission**

- Staff Development
- Budget

- **Goal #2: Provide high quality customer service**

- Public Outreach



12

CEDAW Gender Analysis Framework

- **Public Works (1999)**

- Updates: 2001, 2002, 2006, 2007, 2012



PUBLICWORKS

- **Juvenile Probation Department (1999)**

- Updates: 2001, 2007



- **Arts Commission (2000)**

- Updates: 2002, 2009, 2013

- **Rent Board (2000)**

- Updates: 2002, 2009, 2012



13

CEDAW Gender Analysis Framework (cont.)

- **Adult Probation (2001)**
 - Updates: 2002, 2009, 2012, 2013
- **Department on the Status of Women (2006)**
 - Update: 2013
- **Department of Animal Care and Control (2014)**
- **Fire Department (2014)**
- **Department of Children, Youth, & Their Families (2014)**



14

CEDAW Gender Analysis Framework (cont.)

Year One	Year Two	Year Three
Recreation and Parks Department	Youth Commission*	Department of Public Health
Aging and Adult Services*	Child Support Services	Entertainment Commission
CityBuild	Human Services Agency	Building Inspection Department
Police Department	Summer Jobs+	Planning Commission*

* Proposed departments to be removed if it is determined that resources should be concentrated on only three gender analyses per year.

Questions for the Commission

- Add Sheriff Department?
- Animal Care and Control?
- Reduce number of gender analyses per year?
- Need to select departments and determine order.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco Department on the Status of Women



Edwin M. Lee
Mayor

Date: August 7, 2014
To: Commissioners of the Commission on the Status of Women
CC: Elizabeth Laferriere, Legislative Director
From: Emma Williams-Baron, Legislative Intern
Through: Dr. Emily Murase, Executive Director
Subject: Three-Year Gender Analysis Plan

A central mission of the Commission and Department on the Status of Women is to carry out the provisions of Section 12K of the San Francisco Administrative Code, or the local implementation of CEDAW, including the gender analysis of city departments and programs (Sec. 12K.4(b)). The Department is tasked with analyzing city departments through a gendered lens in relation to their budget, services, and employment, and commits to four such analyses per fiscal year.

This memo outlines a prospective three-year plan to strategically target departments or programs within departments that may be of particular interest for said analysis. It proposes specific questions and equity concerns for use in focusing the analysis.

Year One	Year Two	Year Three
Recreation and Parks Department	Youth Commission*	Department of Public Health
Aging and Adult Services*	Child Support Services	Entertainment Commission
CityBuild	Human Services Agency	Building Inspection Department
Police Department	Summer Jobs+	Planning Commission*

Table 1. An overview of the Department on the Status of Women's three-year gender analysis plan.

* The Department proposes that these three departments be removed from the plan if it is determined that resources should be concentrated on only three gender analyses per year.

Year One

Recreation and Parks Department

San Francisco's Recreation and Parks Department manages parks and public spaces and provides recreational services, classes, and events. California Government Code Section 53080 stipulates that no recreation and parks district "shall discriminate against any person on the basis of sex or gender in the operation, conduct, or administration" of programs or in resource allocation and facilities.² Barriers to gender equitable participation, then, must be part of an analysis of the Department—including issues such as safety, fair use, the goal of balancing use, and sexual harassment and assault. A gender analysis of the Recreation and Park Department could consider:

- Compliance with California Government Code Section 53080³
 - Safety
 - Public places are experienced in gendered ways: how safe a woman or girl feels in a San Francisco park can significantly affect her use and enjoyment of public spaces.
 - Lighting at night: which areas are lit, how close together or far apart lights are, how quickly lights are fixed when broken
 - Emergency phones: existence of, data on use, patterns of use (geographic, temporal, content of calls)
 - Monitoring and addressing dangerous activities within parks, and data on such activities
 - Sexual harassment and assault, drug use, other crime
 - Maintenance of facilities
 - Making parks welcoming and providing for needs: keeping lawns and forested areas orderly, maintaining restrooms and water fountains, paving walkways, fencing to keep non-participants from watching play or sports
 - Fair Use
 - The Department's efforts to ensure that girls are afforded the same opportunities as boys are in the quality and scope of athletic and recreation activities, as stipulated by California Government Code Section 53080
 - Selections of athletic programs of interest to girls in equal number and extent as the selections to boys
 - Equal access to land and location of games and activities
 - Numbers of athletic programs proportionate to the numbers of girls in the community
 - Program expansion and increased allocation of resources in response to developing interests of girls
 - Goal of Balancing Use
 - The Department's attempts to actively encourage girls' and women's participation in the Department's programs, facilities, and services, beyond passively offering equal opportunities

² Official California Legislative Information. <http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&group=53001-54000&file=53060-53087.6>

³ All of these provisions are specified under California Government Code Section 53080

- **Sexual Harassment and Assault**

- The first goal of the Department's 2004 Recreation Assessment Report, on page 91, is to "develop consistent core programs and facility standards...so all participants and users receive a quality Recreation experience," and one identified strategy for achieving this goal is to "develop safety standards for all indoor and outdoor recreation facilities with adequate staffing levels." In the decade between this Report and the present day, how has the Department used the safety budget (called for by the Report) to address the safety needs of women and girls?
- How does the Department collect, analyze, and use data on sexual harassment and assault in parks, and collaborates with the Police Department to share each Department's data related to sexual harassment and assault in or near parks?
- Which strategies have proven successful in combating sexual harassment and assault, and what gaps could be filled by new strategies?
- In developing the Report (which acts as a CNA), how did the Department gather feedback from women and girls?⁴
- How has the Department responded to the 2001 recommendation by the Department of Public Works (excerpted below)?
 - From the Department of Public Works' 2001 Gender Analysis Update: "Project managers often conduct community meetings in the planning stages of their projects. They are also sensitive to gender issues. For example, a project manager who works on Recreation and Parks Department projects and has conducted several community input meetings in the past several months (herself a mother with young children), reports that **gender related issues have come up in these meetings with regard to park design.** The issues center around the need for better security in the parks, including the need to keep shrubbery that borders park areas low, so that there is better visibility both night and day (emphasis mine). As part of park design, she and her team have contacted local police stations to consult with them about ways to improve security and visibility for the users of the parks, especially for women with children. Another issue that has come up in these input meetings has been feedback about an existing area of one park that seems to be an "attractive nuisance", where teenagers congregate and drink. The project team is relaying this concern to the Department of Recreation and Parks."⁵

Aging and Adult Services

The Department of Aging and Adult Services plans, coordinates, provides, and advocates for community-based services for older adults and adults with disabilities. As the majority of elderly adults are women,⁶

⁴ 48% of respondents were female.

⁵ The Department on the Status of Women. 2001. <http://sfgov.org/dosw/departement-public-works-2001-gender-analysis-updates>

⁶ 56.4% of San Franciscans 65 and older are women; of SF women 75 and older, 12,822 cannot live independently, compared to 5,259 men 75 and older; women on average outlive men and have less access to retirement savings
US Census Bureau: American Community Survey. Age By Sex.

http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?_ft=table
US Census Bureau: American Community Survey. Sex By Age By Independent Living Difficulty.
http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?_ft=table

and the majority of caregivers to the elderly are women,⁷ an analysis of the Department's services through a gendered lens could shed light on the Department's engagement with and consideration of elderly San Franciscan women and the women who care for them. A gender analysis of Aging and Adult Services could consider:

- Responsiveness to Community Demographics
 - How the Department connects with and provides services to private caregivers to the elderly, including counseling and support groups for caregivers and aid to domestic workers (likely primarily through the Family Caregiver Support Program)
 - Individuals caring for aging parents/other family (nationally, 65% of older persons rely exclusively on family for assistance)⁸
 - Including services that acknowledge that many women leave the labor force to care for elderly family because the cost of domestic help is prohibitively expensive
 - Employed domestic workers, live-in nurses, etc., whose rights to minimum wage, overtime pay, breaks, and protection from trafficking, sexual, physical, and psychological abuse, were recently triumphed by the 2012 California Domestic Workers Bill of Rights
 - How the Department ensures input from female seniors and caregivers about the form and content of services provided by the Office on the Aging, and how this input is used to shape programs and services
 - An exploration of why 77% of beneficiaries of services from the Community Living Plan (CLP) are male⁹
 - Services provided by the CLP include personalized care plans created by a multi-disciplinary team, intensive case management to help participants transition and stabilize, a spectrum of supportive housing options, and flexible funding to purchase goods and services for which there is no other payer; these services are intended to reduce unnecessary institutionalization of seniors and adults with disabilities, by supporting transitions from institutions (the largest of which is Laguna Honda Hospital and Rehabilitation Center) or continue residing at home
- Community Needs Assessment
 - How the Department ensures input from female seniors and caregivers about the form and content of services provided by the Office on the Aging, and how this input is used to shape programs and services
 - An exploration of why 77% of beneficiaries of services from the Community Living Plan (CLP) are male⁹
 - Services provided by the CLP include personalized care plans created by a multi-disciplinary team, intensive case management to help participants transition and stabilize, a spectrum of supportive housing options, and flexible funding to purchase goods and services for which there is no other payer; these services are intended to reduce unnecessary institutionalization of seniors and adults with disabilities, by supporting transitions from institutions (the largest of which is Laguna Honda Hospital and Rehabilitation Center) or continue residing at home

CityBuild Academy¹⁰

A project within the Office of Economic and Workforce Development, CityBuild offers construction job training in the form of 18-week pre-apprenticeship and construction administration programs, as well as

⁷ Nationally, 66% of caregivers to the elderly are women.

Family Caregiver Alliance. <https://www.caregiver.org/selected-caregiver-statistics>

⁸ U.S. Administration on Aging. <http://www.aoa.gov/carenetwork/report.html>

⁹ See the 2014 Assessment of San Francisco's Community Living Plan Model: <http://www.sfhsa.org/asset/ReportsDataResources/CommLivingPlanModel2014.pdf>

¹⁰ An extension of this analysis could examine HealthCare Academy, Hospitality Initiative, and TechSF, three sister programs also under the Office of Economic and Workforce Development that mirror CityBuild's goals in these other sectors. Although such an extension might prove valuable and illuminating, staff may wish to consider that tackling CityBuild on its own may be considerably more manageable, and thus that enhanced attention and resources may be allocated to the analysis.

job recruitment, employment networking, and placement services. CityBuild is an effective stepping stone to employment in the construction field—and assuring that San Franciscan women can benefit from its services would go far to promote women's participation in a field traditionally hostile to them, open the scope of women's possibilities for employment, and combat stereotypes concerning who is capable of doing construction work. Nationally, women are 3.6% of construction laborers.¹¹ Between 2011 and 2014, women made up 1.6%¹² of construction workers on projects covered by the local hire policy.¹³ and ¹⁴ A gender analysis of CityBuild Academy could consider:

- Participant and Staff Demographics
 - How the program recruits, attracts, and retains women
 - How it analyzes and addresses the challenges presented to woman participants
 - One such challenge might include access to childcare providers who accept children early in the morning and can keep them until late hours when overtime is necessary, without being prohibitively expensive; and subsidy opportunities for those who need them¹⁵
 - Whether women participants tend to cluster in the Construction Administration Training Program, preparing candidates for administrative work, or the CityBuild Academy, preparing candidates for construction apprenticeships
 - How many graduates find long-term employment
 - The composition of CityBuild's administrative staff and their compensation
 - Whether the program is staffed mainly by contractors or by City employees
 - How the Department could incorporate a gender lens in recruitment to actively increase female participant rates
- Website Syntax¹⁶
 - An analysis of the language and vocabulary used on the CityBuild website to describe the program and ideal participants
 - The website does feature two pictures depicting women of color in hardhats at construction sites, but the language used may not do enough to convey the message that women belong in the program—especially in comparison to the other workforce development projects listed on the site. Next to the CityBuild description, the HealthCare Academy, TechSF,

¹¹ United States Department of Labor. 2013. "Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity." <http://www.bls.gov/cps/cpsaat11.htm>

¹² 157 women out of 9,830 workers

¹³ Projects covered by the local hire policy include Public Works or improvement projects estimated at \$400,000 or more

¹⁴ Office of Economic and Workforce Development. 2014. "San Francisco Local Hiring Policy for Construction 2013-2014 Annual Report."

http://www.workforcedevelopmentsf.org/aboutus/images/stories/AboutUs/ForTrainingProviders/Local_Hire/local%20hire%20for%20construction%20year%203%20march%2025%202014.pdf

¹⁵ Theriault, M. 2006. "CityBuild."

<http://www.owd.org/media/docs/CityBuild%20Provides%20Vocational%20Training%20-%20SF%20Building%20Trades%20and%20Construction%20Council,%20May%2022.2006.pdf>

¹⁶ The Gender Equity Image Project developed by Symantec Corporation may be helpful in guiding this facet of the gender analysis. <http://www.genderprinciples.org/index.php?p=84> and

<http://www.symantec.com/connect/blogs/celebrating-international-womens-day-and-our-efforts-promote-gender-equality>

and Hospitality Initiative programs use what may be gendered language that subtly asserts that women belong in the HealthCare and Hospitality training programs, not the CityBuild or TechSF programs. The jobs available to HealthCare and Hospitality Initiative graduates are on average lower paying than those available to CityBuild and TechSF graduates, and fall along the lines of traditionally male and female gendered occupations.

- Some quotes from the HealthCare Academy page:¹⁷
 - “It is important for nurses, nursing assistants, and personal caregivers to have a warm and caring personality, as well as a willingness to provide hands-on patient care.”
 - The first job categories listed as options for graduates are administrative, clerical, and receptionist; laboratory and technical opportunities are less immediately accessible
 - The TechSF page includes a survey of seemingly personality-based questions that purports to reveal whether the test taker is an ideal candidate or not. Questions include “watching a movie at home is really fun if,” “I can be happy when I” and “You pull away from the curb to go on vacation and have the flickering thought you left the stove burner on. You” and the answers to which are similarly unrelated to the tech industry. The test states that mostly “e” answers mean that the test taker will not find the tech industry engaging. The “e” answers include:¹⁸
 - “When my friend asks if you can use my printer I say: e: Tell them, no problem!”
 - “Which of the following statements comes closest to your philosophy: e: art is for the artist, not the viewer”
 - “You leave for vacation and worry you left the burner on. You: e: imagine the whole thing going up in flames but know that’s probably not going to happen”
 - “Playing a video game can be: e: mindless”
 - The fact that several “e” answers seem wholly unrelated to a candidate’s likely success in the tech industry, and that some may be subtly sending gender messages (for example, women may be more likely to think that playing a video game can be mindless) are potential areas for investigation in a gender analysis.
 - The “correct” answers to the quiz attest that ideal candidates are systematic, logical, detail-oriented, persistent, and independent. These characteristics are traditionally associated with men, and thus women might

¹⁷ Office of Economic and Workforce Development.

http://www.workforcedevelopmentsf.org/trainingprograms/index.php?option=com_content&view=article&id=136&Itemid=72

¹⁸ Office of Economic and Workforce Development.

http://www.workforcedevelopmentsf.org/trainingprograms/index.php?option=com_content&view=article&id=92&Itemid=85

not feel that they match the criteria for being successful in the tech industry.

- The emphasis placed on the idea that an ideal HealthCare Academy graduate is warm, caring, selfless, communicative, and collaborative, may draw women away from the CityBuild and TechSF initiatives by creating the image that HealthCare and Hospitality are the “womanly” options. The language in the TechSF page that an ideal candidate is “systematic, logical, detail-oriented, persistent, and independent” might push women away from applying to participate in that program. These terms seem needlessly gendered, although it may be true that those characteristics accurately describe a healthcare professional. It might also be argued that those characteristics, especially communication and collaboration, may be of importance in the tech industry, but the TechSF page does not reference them.

Police Department

Given the size of the Police Department, a strategic analysis of specific components of the Department will be the most effective method of analysis. Four components are of particular interest: workforce composition,¹⁹ policy related to street harassment and sexual assault, the reality of these policies’ execution, and the backlog of DNA forensic evidence rape kits. A gender analysis of the Police Department could consider:

- Recruitment and Employment
 - Outreach and recruiting strategies, and methods of conscious confrontation of gender bias in the hiring process
 - Examination requirements, and gendered patterns of when women drop out
 - This line of inquiry could draw upon the Department on the Status of Women’s prior experience with similar issues in the Fire Department
 - Gendered patterns within positions of power
 - The Department’s policies concerning sexual assault and those policies’ execution in everyday situations
 - The Department’s efforts to encourage reporting of sexual assault and rape²⁰
- Street Harassment and Coordination with Transit Agencies²¹

¹⁹ Of the most recent Police Academy graduates, only 23% were women. San Francisco Police Department. “SFPD Academy Graduation, May 2nd.” <http://sf-police.org/index.aspx?recordid=918&page=3763>

²⁰ 40% of rapes are reported to police, 10% lead to an arrest, and 3% of rapists spend any time in prison. Rape, Abuse, and Incest National Network (RAINN). <https://www.rainn.org/get-information/statistics/reporting-rates>

Justice Department, National Crime Victimization Survey: 2008-2012. <http://www.bjs.gov/content/pub/pdf/cv11.pdf>.

²¹ Research has shown that nationally, police treat sexual assault cases less seriously than is warranted, for reasons including inadequate training, outdated ideas about what constitutes “legitimate” sexual assault, and informal pressure to reduce reported crime rates.

- How and how often officers are trained to respond to street harassment
- How the Department collects and uses data about street harassment
- How and how often the Department conducts audits or reviews of its treatment of street harassment cases
- How the Department collaborates with transportation agencies in cases of sexual assault and harassment, especially on MUNI
 - Only 6% of sexual assaults on public transportation in the Bay Area are reported to police²²
 - Police documented only 15 sexual assault crimes (and no arrests) on Muni in 2011; in contrast, BART documented 76 sexual assault crimes. That BART has its own police team may influence the disparity in these numbers.²³
- Rape Kit Backlog
 - The Department's efforts to address the backlog of DNA forensic evidence rape kits
 - San Francisco in 2011 implemented California's Sexual Assault Victims' DNA Bill of Rights, with a timeline for the handling and processing of rape kits. The ordinance specifies that rape kits will be collected from a healthcare provider within 72 hours of notification, and that the evidence will be tested within 14 days upon receipt. The ordinance also requires that the Police Department report annually on its performance in addressing the backlog of rape cases. In 2010, the Department reported that 196 rape kits had yet to be tested, dating as far back as 2005.²⁴ Since the ordinance's implementation, however, the Department has tested every new rape kit acquired. The Department's DNA lab space was expanded in 2013, resulting in a 50% improvement in turnaround rate for sexual assault cases, from 19 weeks to 10 weeks.
 - This line of inquiry could ask for updates regarding:
 - The current backlog of untested rape kits
 - Current turnaround time
 - Number of DNA kits leading to identifications of the assailants, arrests, and convictions
 - Number of cold cases solved by testing DNA from rape kits
 - The Department's experience of revisiting untested DNA kits, improving the turnaround time, the fiscal impacts of these efforts, and ideas for future improvements

Police Executive Research Forum. "Improving the Police Response to Sexual Assault." 2012.

http://www.policeforum.org/assets/docs/Critical_Issues_Series/improving%20the%20police%20response%20to%20sexual%20assault%202012.pdf

Yung, C. "How to Lie with Rape Statistics: America's Hidden Rape Crisis." 2014. http://blogs.law.uiowa.edu/ilr/wp-content/uploads/2014/02/A5_Yung.pdf.

²² Elinson, Z. and Shiflett, S. 2012. <https://www.baycitizen.org/news/transportation/why-transit-riders-dont-report-unwanted/>

²³ Elinson, Z. 2012. http://www.nytimes.com/2012/02/26/us/on-bay-area-transit-sex-crimes-ride-under-the-radar.html?pagewanted=all&_r=0

²⁴ San Francisco Police Department. Commission Meeting Minutes. May 2010. <http://sf-police.org/Modules/ShowDocument.aspx?documentid=25154>

Year Two

Youth Commission

San Francisco's Youth Commission engages 17 young San Franciscans between the ages of 12 and 23 in advising the Board of Supervisors and the Mayor on policies and laws related to young people. An analysis of the Commission might focus on:

- The composition of the board, historically and currently, and the demographics of leadership positions (Chair, Vice Chair, etc.)
- How the Commission advertises and recruits applicants
- How the Commission chooses issues on which to advise the Board of Supervisors and the Mayor

Child Support Services

The mission of the Department of Child Support Services is to empower parents to provide economic support for their children through numerous services, including locating parents and establishing paternity and support obligations. As the recipients of child support are overwhelmingly mothers, a gender analysis using CEDAW of the services provided by the Department could investigate:

- How these services reach and affect San Franciscan women, and a presentation of the Department's data of the demographics of the populations it serves
- How the Department connects clients to other services (child care referrals, etc.)
- The demographic composition and wages of the Department (traditionally associating women with services aimed at supporting children may attract a disproportionately female staff, who may be vulnerable to pay discrepancies)

Human Services Agency

San Francisco's Human Services Agency acts as a safety net by offering income and living supports, aid for food, housing, and health coverage, and services to protect children, the elderly, and dependent adults. The Agency includes the Department of Human Services and the Department of Aging and Adult Services, as well as CalWORKS, Food Stamps, Child Protective Services, Foster Care, and homelessness programs. Given that these services reach the most vulnerable residents and are traditionally associated with women's carework, a gender analysis could center on:

- The Agency's workforce composition, and their salaries and family-friendly policies (as occupations traditionally associated with women tend to be lower paid than similar male-associated occupations, and allow less flexibility in work arrangements)
- The Agency's work to reach women in poverty in connection with the CalWORKS expanded diaper subsidies (subsidized diapers can help some women reenter the workforce: many subsidized childcare centers require that parents provide diapers, and if mothers cannot leave their children at a care center, it can be difficult to work)
- Gender breakdown of populations the Agency serves, presentation of statistics

Summer Jobs+

A collaborative initiative between the City of San Francisco, United Way of the Bay Area, the Department of Children Youth, and their Families, the Office of Economic and Workforce Development, the San Francisco Unified School District, numerous nonprofits, and the business community, Summer Jobs+ works to help young adults 16-24 find summer employment. Services include a job posting database, resume-building and interview practice workshops, and advice for professional self-presentation. An analysis of the initiative could consider:

- The Initiative's efforts to promote women in the workplace; recruitment and outreach strategies
- Programs to educate youth about issues of workplace discrimination and harassment
- Services to support women in nontraditional fields
- A presentation of the Initiative's data on the demographics of participating youth and which participants obtained employment

Year Three

Department of Public Health

The mission of the Department of Public Health is to protect and promote the health of all San Franciscans through services including the General Hospital, community programs, health advice by life stage, education, mental health services, and numerous other programs. To target an examination of the Department strategically, an analysis might include:

- A presentation of the Department's statistics on populations served, broken down by gender
- Descriptions of the Department's work to aid homeless women and victims of domestic violence
 - Particularly through the Department's Housing and Urban Health program, which works to place clients in appropriate housing situations and maintains a medical respite and sobering center
- A revisit of the Department on the Status of Women's questions from 2011²⁵:
 - What are the three most pressing health issues that women face in SF? What programs are helping impact these areas? How at risk (resource issue) are these programs?
 - What are the three most pressing health issues that girls face in SF? What programs are helping impact these areas? How at risk (resource issue) are these programs?
 - What are a few best practices that SF offers vis-à-vis women/girls health?
 - Who are some of largest community partners on women's health?
 - Are there health issues for women in SF that are shared by other surrounding communities (Alameda, Marin, San Mateo, and Contra Costa)? Is there coordination over these issues (e.g., breast cancer)?

Entertainment Commission

The Entertainment Commission coordinates planning and permitting of cultural, entertainment, and athletic events and establishments. Two of its missions are to "promote the responsible conduct and operation" of entertainment establishments, and to "foster harm reduction policies" combating health and safety concerns.²⁶ A gender analysis relating to these missions might include:

- The Commission's work surrounding late-night transportation as part of the working group formed by Supervisor Wiener, especially for women leaving bars, clubs, or other late-night entertainment venues
- A review of current or future efforts to address sexual assault in bars, clubs, and other entertainment venues

²⁵ Original document can be found in the Department's shared drive at S:\CEDAW\Gender Analysis\Public Health

²⁶ Administrative Code, Chapter 90. <http://www.sfgov2.org/index.aspx?page=341>

Building Inspection Department

The Building Inspection Department oversees the enforcement of building, housing, plumbing, electrical, mechanical, and disability access codes and regulations. In the 2011-2012 year, the Department conducted 125,490 inspections.²⁷ A gender analysis could center on:

- The Department as a possible tool to recognize and address domestic violence and abuse, in connection with its inspections of households
 - For this line of inquiry, the Department on the Status of Women could draw on its experience working with Animal Control on a similar issue
- Other ways the Department sees its services intersecting with women's needs; presentation of the Department's data on populations served

Planning Commission

The Planning Commission develops policy for and oversees compliance with the City's General Plan, conducts environmental reviews of proposed projects, and ensures compliance with the City's Planning Code. To strategically target areas of interest concerning gender, an analysis of the Commission could consider:

- The Commission's involvement in planning onsite childcare facilities in City-controlled buildings; presentations of the Commission's data on how many facilities have been built since 2010, and the size and demographics of populations served; plans to address unmet need
 - Since 2010, all developers working on City development projects of 50,000 square feet or more and privately-sponsored development projects of 50,000 square feet or more receiving City funds must complete a Child Care Feasibility Study, and in most circumstances must build space for the operation of a child care facility²⁸
 - Many such facilities have average waitlists of on average, indicating continued unmet need

²⁷ Department of Building Inspection. <http://sfdbi.org/about-dbi>

²⁸ San Francisco Administrative Code Chapter 29b.

<https://law.resource.org/pub/us/code/city/ca/SanFrancisco/Administrative%20Code/chapter29b.rtf>



City and County of San Francisco

10-21-14 PG 4 of 10 RCYD

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-
RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Thursday, August 21, 2014

5 - 7 pm

City Hall Room 263

Board of Supervisors Committee Hearing Room

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Members Present

President Nancy Kirshner-
Rodriguez

Vice President Andrea Shorter
Commissioner Amy Ackerman

Commissioner Alicia Gamez

Commissioner Julie D. Soo

Commissioner Mary Jung

Staff Present

Executive Director Emily M. Murase, PhD

Fiscal & Policy Analyst Stephanie Nguyen

Executive Management Assistant Iris Wong

Associate Director Carol Sacco

Program Fellow Lynn Murphy

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez called the meeting to order at 5:09 pm.

Commissioner Jung proposed amending the agenda such that the nomination and election of officers take place before Consent Agenda.

Action: To amend the meeting agenda as proposed.

m/s/c (Gamez/Jung/Unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from July 23, 2014.

m/s/c (Jung/Soo/ Unanimous)

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Below are the topics that were highlighted.

1. CEDAW Women's Human Rights Awards Luncheon

The 2014 CEDAW Women's Human Rights Awardees are:

Art – Regina Scully, Founder & CEO of Artemis International

Claire Joyce Tempongko Memorial Award – Liz Aguilar-Tarchi, Assistant District Attorney

Community Building – Rita Semel, Past Chair of the InterFaith Council

Corporate – Ken McNeely, President of AT&T California

Education – Alecia DeCoudreaux, President of Mills College

Global/Sustainability – Becca Prowda, Community Affairs Director, Levi Strauss & Co (former Commissioner)

*Government – Dr. Catherine Dodd, Director of SF Health Service System
Health – Dr. Nancy Milliken, Director of UCSF Center for Women's Excellent in Health
International Comity – Soon-Young Yoon, President of the NGO Committee on the Status of
Women, NY (UN affiliate)
Law – Hon. Tani Cantil-Sakauye, Chief Justice of the California Supreme Court*

The Luncheon will take place on Monday, September 22 at the Julian Morgan Ballroom in the Merchants Exchange Building, 465 California Street.

2. Healthy Mothers Workplace Coalition

The Healthy Mothers Workplace Coalition collected award assessments through August 20. As of mid-August, the Coalition had received 10 applications – including the Department's – and was assisting many other organizations with their assessment. The Awards Ceremony will take place on Monday, September 15, at the Federal Building.

3. Gender Equality Principles Challenge

Executive Management Assistant Iris Wong is now the Gender Equality Challenge Coordinator, and will work with the 15 committed companies to submit their applications by Sunday, August 31st. The Gender Equity Council members are tentatively scheduled to review the applications on Friday, September 12.

4. Superbowl 2016

A subcommittee of the Mayor's Task Force convened to begin the discussion about preparing for Super Bowl 2016 and the anticipated spike in trafficking around the event.

5. Syrian Refugees

In response to concerns raised by the Arab Cultural & Community Center, the Department convened a small group of community leaders to discuss San Francisco's response to a possible influx of refugees from the Syrian crisis.

Commissioner Shorter arrived at 5:14pm.

IV. Nominations of Officers for FY 2014 – 2015

Commissioner Soo nominated Commissioner Kirshner-Rodriguez and Commissioner Shorter to continue serving as Commission President and Vice-President, respectively.

Discussion focused on whether Commissioner Kirshner-Rodriguez and Shorter has capacity to maintain good attendance. Commissioner Kirshner-Rodriguez stated she can, and continuing her term as President is crucial as the Commission and Department moves forward with the Cities for CEDAW Campaign, and the Beijing Declaration and Platform for Action approaches its 20th Anniversary in 2015. Commissioner Shorter replied in the affirmative as well.

*Action: To nominate Commissioner Andrea Shorter as Vice-President for FY 2014 – 2015.
m/s/c (Soo/Jung/Unanimous)*

*Action: To nominate Commissioner Nancy Kirshner-Rodriguez as President FY 2014 – 2015.
m/s/c (Soo/Jung/Unanimous)*

V. Election of Officers for FY 2014 – 2015

*Action: To nominate Commissioner Andrea Shorter as Vice-President for FY 2014 – 2015.
m/s/c (Soo/Jung/Unanimous)*

*Action: To elect Commissioner Nancy Kirshner-Rodriguez as President FY 2014 – 2015.
m/s/c (Soo/Jung/Unanimous)*

VI. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda *m/s/c (Soo/Jung/Unanimous)*

A. Public Comment

1. Resolution Recognizing Elizabeth Laferriere

Commissioners expressed gratitude for the work that former Legislative Director Elizabeth Laferriere did for the Commission and Department.

2. Resolution Recognizing Devin Macaulay & Marisa Pereira-Tully

Fiscal & Policy Analyst Stephanie Nguyen thanked both Mr. Macaulay, Senior Budget & Revenue Analyst of the Budget & Analysis Division of the San Francisco Controller's Office, and Ms. Pereira-Tully, Fiscal & Policy Analyst of the San Francisco Mayor's Office of Public Policy & Finance, for their assistance in finalizing the FY14-15 budget.

Ms. Pereira-Tully and Mr. Macaulay both thanked the Commission for their recognition and recognized Ms. Nguyen for her hard work.

3. Resolution Recognizing the 35th Anniversary of Tradeswomen, Inc.

Tradeswomen, Inc. Executive Director Meg Vasey accepted the resolution and thanked the Commission for its recognition. She expressed hopes that the Commission and Tradeswomen can work together in the future, as many women work in blue-collar positions as well.

Discussion focused on support for women veterans working in trade positions, and various events raising awareness of these resources in the community.

VII. NEW BUSINESS

A. Strategic Plan Implementation Update & Workplan for FY 2014 – 2015

Dr. Murase presented a brief summary of Department achievements in FY 2013 – 2014 and the work plan for FY 2014 – 2015.

i. Policy Leadership

Discussion focused on follow up work from joint meetings with the Police and Small Business Commission, and the purpose of joint meetings and community meetings. Commissioners expressed interest in doing so when there is a specific purpose in mind to maximize productivity.

Commissioner Ackerman expressed interest in updating the San Francisco CEDAW Ordinance and reviewing local legislations. Discussion focused on recommended updates, this Ordinance serving as a template for other cities, and the need to incorporate community input in its revision.

Commissioners expressed interest in continuing the *Status of Women in San Francisco* Reports, and discussed how international trips to United Nations benefit women and girls in San Francisco.

ii. Women in the Workplace

Discussion focused on the proposed 3-year plan for the Gender Analysis of City Departments. Commissioners expressed interest in conducting a gender analysis of the Department of Public Health, the Department of Aging and Adult Services, and the Department of Child Support Services, as well as the need for these analyses to be recognized by other City agencies.

iii. Women's Health & Safety

Dr. Murase stated that since 2009, the Department has focused its efforts in producing an annual *Family Violence Report* under the Commission's direction, and there has been a lot of development in assisting victims of violence.

iv. Girls

Discussion focused on the Massachusetts's legislation illegitimizing buffer zones around abortion clinics, and how that affects San Francisco. Commissioners recognized that other organizations may already be working on this issue, and expressed interest for the next Legislative Director to monitor it closely.

v. Department Administration

Commissioner Jung departed at 6:09 pm.

Dr. Murase reported that staff members are offered many opportunities for development, and each has gone to at least one development event.

VIII. AGENDA FOR FUTURE MEETINGS

Commissioner Ackerman departed at 7:08 pm.

Invite Sheriff's Department to present on its Survivor Restoration Program.

IX. GENERAL PUBLIC COMMENT

1. Roberta Guise, Chair of American Association of University Women - San Francisco Branch, reported that AAUW supports the Cities for CEDAW Campaign, and is waiting to hear back from national organizations in Washington, DC, on whether they will support the cause.

2. Beverly Upton, Executive Director of Domestic Violence Consortium (DVC), stated that DVC still meets monthly with the Office of Citizen's complaints, and that the Joint Commission meeting with the Police Department was helpful, but there needs to be more follow-up.

X. ADJOURNMENT

President Kirshner-Rodriguez adjourned the meeting.

Action: To adjourn the meeting.

m/s/c (Soo/Gamez/Unanimous)

Meeting was adjourned at 7:21 pm.

DRAFT



City and County of San Francisco

Commission on the Status of Women & Health Commission

Mayor Edwin M. Lee

Director of Health, Barbara A. Garcia, MPA
Executive Director, Emily M. Murase, PhD

NANCY KIRSHNER-
RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

THE COMMISSION ON THE STATUS OF WOMEN & THE HEALTH COMMISSION JOINT MEETING AGENDA

Tuesday, September 16, 2014

4:00 pm

101 Grove Street, Room 300
San Francisco, CA 94102

EDWARD A. CHOW, MD
President

CECILIA CHUNG
Commissioner

JUDITH KARSHMER
Commissioner

DAVID PATING, MD
Commissioner

DAVID J SANCHEZ
Commissioner

DAVID B SINGER
Commissioner

BELLE TAYLOR-MCGHEE
Commissioner

Total Estimated Meeting Time: 1 hour 58 min.

- I. CALL TO ORDER/ AGENDA CHANGES** **ACTION** **10 min.**
Welcome by President Kirshner-Rodriguez and President Chow. Introductions by Commissioners.
Action: To approve the meeting agenda.

II. NEW BUSINESS **DISCUSSION/POSSIBLE ACTION**

- A. Resolution Recognizing the Contributions of Roma Guy, MSW** **5 min.**
The Commissioners will vote on a resolution honoring Roma Guy, MSW.
Action: To approve the resolution.

- B. Resolution Recognizing September as Breast Cancer Awareness Month** **5 min.**
The Commissioners will vote on a resolution recognizing October as Breast Cancer Awareness Month.
Action: To approve the resolution.

- C. Resolution Recognizing the 2014 CEDAW Women's Human Rights Awardees** **2 min.**
The Status of Women Commissioners only will vote on 10 resolutions recognizing the 2014 CEDAW (Convention to Eliminate All Forms of Discrimination Against Women) Women's Human Rights Awardees to be honored on September 22.
Action: To approve the resolutions.

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D. Top Health Issues Affecting Women in San Francisco

30 min.

Department of Public Health Director Barbara Garcia will introduce this item in which Michelle Kirian, MPH, Epidemiologist, San Francisco Department of Public Health, will provide an overview of the data describing the top health issues affecting women in San Francisco and will invite discussion.

E. Women's Health-Related Policy

30 min.

Department on the Status of Women Executive Director Emily Murase will give an overview of how San Francisco is responding to violence against women and supporting girls and will invite discussion.

F. Women's Services in the San Francisco Health Network

30 min.

Department of Public Health Director Barbara Garcia will introduce this item in which key SFDPH staff will provide an overview of women-focused services provided by the San Francisco Health Network.

III. GENERAL PUBLIC COMMENT

DISCUSSION

5 min.

At this time, members of the public may address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commissions that are not on this meeting agenda. With respect to agenda items, your opportunity to address the Commissions will be afforded when the item is reached in the meeting. Each member of the public may address the Commissions for up to three minutes. The Brown Act forbids a commission from taking action or discussing any item not appearing on the posted agenda, including those items raised at public comment.

IV. ADJOURNMENT

ACTION

1 min.

Action: To adjourn the meeting.

- * Explanatory documents are available at the Health Commission Office, 101 Grove Street, Room #309, telephone 554-2666. If any materials related to an item on this agenda have been distributed to the Health Commission after distribution of the agenda packet, those materials are available for public inspection at the Health Commission Office at the address above during normal business hours.

Accessible Meeting Policy

Meetings are held in the Auditorium, Room #300, at 101 Grove Street, in San Francisco, CA. The Auditorium is wheelchair accessible through the Grove Street entrance. The closest accessible station for Muni and BART is the Civic Center station. The nearest accessible BART station is Civic Center (Market/Grove/Hyde Streets). Accessible MUNI Metro lines are the J, K, L, M, and N (Civic Center or Van Ness Stations). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/Noriega. For more information about MUNI accessible services, call (415) 923-6142. For information about MUNI services, call 673-6864. There is accessible parking in the vicinity of City Hall at Civic Center Plaza and adjacent to Davies Hall and the War Memorial Complex. Accessible curbside parking is available on Dr. Carlton B. Goodlett Place and Grove Street and at the southwest corner of Grove and Polk Streets.

American Sign Language interpreters and readers and/or language interpreters are available with advance notice of three business days. The Department of Public Health will make every effort to accommodate requests for sound enhancement systems and alternative formats for meeting minutes and agendas. Please make these requests as far in advance as possible. For all requests contact the Department of Public Health, Equal Employment Opportunity Program, telephone 554-2595 or the Health Commission office at 554-2666. Late requests will be honored if possible.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

Commission on the Status of Women & Health Commission Joint Meeting

September 16, 2014

Page 2 of 3

Cell Phone and/or Sound Producing Electronic Device Usage at Hearings

The ringing of and use of cellular phones, pagers and similar sound producing electronic devices are prohibited during public meetings. Please be advised that the Chair/President may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phones, pagers, or other similar sound producing electronic devices (Sunshine Ordinance 67A.1).

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at: 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone (415) 252-3100; fax (415) 252-3112; and web site: www.sfgov.org/ethics.

Know Your Rights Under the Sunshine Ordinance

The Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

For information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force Administrator by mail to, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco CA 94102, by phone at (415) 554-7724, by fax at (415) 554-7854 or by email at sotf@sfgov.org

Citizens may obtain a free copy of the Sunshine Ordinance by contacting the Sunshine Ordinance Task Force or by printing Chapter 67 of the San Francisco Administrative Code on the Internet, at <http://www.sfgov.org/sunshine.htm>.

Edward A. Chow, M.D., President

Commissioner Chow is a practicing internist. He is Board Advisor to the Chinese Community Health Care Association and is the Senior Advisor for the Chinese Community Health Plan. He is also Treasurer of the Board of Directors of the Institute of Medical Quality, a subsidiary of the California Medical Association. Commissioner Chow currently chairs the San Francisco General Hospital Joint Conference Committee and is a member of the Finance and Planning Committee. He is serving his seventh term on the Health Commission.

Cecilia Chung

Commissioner Chung is nationally recognized as a civil rights leader, advocating for HIV/AIDS awareness and care, LGBT equality, and prisoner rights. She is the former Deputy Director of the Transgender Law Center and has served on a number of planning bodies, which includes the San Francisco HIV Health Services Planning Council, Transgender Community Advisory Board for UCSF TRANS and the Visioning Change Initiative of the California HIV/AIDS Research Program. She is currently President of the United States People Living with HIV Caucus. Commissioner Chung chairs the Finance and Planning Committee and is a member of the Laguna Honda Hospital Joint Conference Committee and the Community and Public Health Committee. She was appointed to the Health Commission in 2012.

Judith Karshmer, Ph.D, PMHCNS-BC

Dr. Karshmer is the Dean of the School of Nursing & Health Professions at the University of San Francisco. Dr. Karshmer completed her undergraduate degree in nursing at the University of Iowa, graduate degree in advanced psychiatric- mental health nursing at Rutgers-The State University of New Jersey, masters in social psychology at the University of Massachusetts and PhD at New Mexico State University. She is the immediate past president of the California Association of Colleges of Nursing. A member of the AACN- AONE Task Force on Academic-Practice Partnerships, and was recently elected as CCNE Commissioner, representing deans. Commissioner Karshmer was appointed to the Health Commission in 2013. She is a member of the Community and Public Health Committee and the Laguna Honda Hospital Joint Conference Committee.

David Pating, M.D.

David Pating, MD, is a psychiatrist specializing in addiction psychiatry and is the Chief of Addiction Medicine at Kaiser Medical Center, San Francisco. As a member of the Permanente Medical Group, Dr. Pating is regional chair of Addiction Medicine and chair of the Chemical Dependency Quality Improvement Committee. Dr. Pating is an Assistant Clinical Professor at UCSF School of Medicine and site-director of the joint UCSF VAMC-Kaiser fellowship in Addiction Medicine. He has consulted to SAMHSA, the Medical Board of California, California's Administrative Offices of the Courts and 9th Circuit Court of Appeals. Dr. Pating is a past-president of the California Society of Addiction Medicine, a member of the California Medical Association and California Psychiatric Association and an active board member of the California Public Protection and Physician Health, Inc., the California Institute of Mental Health, American Society of Addiction Medicine, and National Quality Forum Behavioral Health Steering Committee. Currently, Pating is a Vice-chair of California's Mental Health Services Oversight and Accountability Commission (Proposition 63) and chairs Evaluation Committees. Pating is also co-chair of the California Coalition for Whole Health.

David J. Sanchez, Jr., Ph.D.

Commissioner Sanchez is Professor Emeritus at University of California, San Francisco. Commissioner Sanchez is a member of the San Francisco General Hospital Joint Conference Committee and the Chair of the Laguna Honda Hospital Joint Conference Committee. He is a member of the San Francisco General Hospital Foundation Board. He has also served on the San Francisco Board of Education and the Community College Board, the San Francisco Police Commission, and is Trustee Emeritus of the San Francisco Foundation. He was appointed to the California Commission on Aging in 2013. He has served on the Health Commission since 1997.

David B. Singer, MBA

David B. Singer is responsible for Maverick's Private Investments globally. He joined Maverick in 2004 from Oscient Pharmaceutical Corporation, where he was Chairman of the Board. Mr. Singer is a founder and former CEO of three healthcare companies: Affymetrix, Inc.; Corcept Therapeutics, Inc.; and, Genesoft Pharmaceuticals, Oscient's predecessor. Mr. Singer currently serves on the boards of several private companies in the fields of healthcare information technology, healthcare delivery, and biotechnology. Mr. Singer received a B.A. from Yale University and an M.B.A. from Stanford University. He was a Crown Fellow of the Aspen Institute and a member of the Rand Corporation's Health Advisory Board. He is currently a Sterling Fellow of Yale University, and a director of College Track. Commissioner Singer sits on the Finance and Planning Committee and the San Francisco General Hospital Joint Conference Committee. He was appointed to the Health Commission in 2013.

Belle Taylor-McGhee

Commissioner Taylor-McGhee is a national leader in women's reproductive health, a public speaker, published writer, and an experienced non-profit executive director. Currently, Ms. Taylor-McGhee is a consultant with JLM Management Group, a multi-disciplinary consulting firm specializing in strategic communications, media and public relations, and business development. Commissioner Taylor-McGhee chairs the Community and Public Health Committee and is a member of the Laguna Honda Hospital Joint Conference Committee and the Finance and Planning Committee. She was appointed to the Health Commission in 2012.

Mark Morewitz, MSW, is the Health Commission Executive Secretary



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

Commissioner Biographies



Nancy Kirshner-Rodriguez
President

Nancy Kirshner-Rodriguez serves as President of the San Francisco Commission on the Status of Women and the Executive Director for the California Commission on the Status of Women and Girls. President Kirshner-Rodriguez also serves as National Board Secretary of Emerge America and on the San Francisco Jewish Community Relations Council.

Her experience spans more than 25 years in the public and private sector including national, state and local policy development and program implementation. From 2008-2012, President Kirshner-Rodriguez served in senior positions with the City and County of San Francisco. In her position as Director of Government Affairs for then-Mayor Gavin Newsom and Mayor Edwin Lee, she had direct responsibility for implementation of a comprehensive government relations program that advanced the mission and priorities of the City at the federal and state and local level. President Kirshner-Rodriguez represented San Francisco on the Association of Bay Area Governments and also co-chaired the San Francisco Collaborative against Human Trafficking. She also managed External Affairs for the San Francisco Municipal Transportation Agency.

President Kirshner Rodriguez spent many years in senior positions in Washington DC. During the Clinton Administration, she served as the Deputy Assistant Secretary for Intergovernmental Relations at the US Department of Housing and Urban Development (HUD) in from 1997-2001, and before that, held a similar position at the US Department of Labor. She served as Director of the Women's Council for the Senate Committee and Chief of Staff to the Vice Chair of the Democratic National Committee. She served as a senior member of Senator Barbara Boxer's first Senate campaign in 1992 and in 1997.



Andrea Shorter
Vice-President

Vice-President Andrea Shorter has served on the Commission on the Status of Women since 2001. A longtime advocate in the women's community, she has served as President of the San Francisco chapter of the National Organization for Women, Founding Board Member of the International Museum of Women, and Board President for both La Casa De Las Madres, and Standing Against Global Exploitation.

The former Deputy Director of the Center on Juvenile and Criminal Justice, Vice-President Shorter is the co-author of a groundbreaking report on the status of girls in San Francisco's juvenile justice system that is still widely referenced as a catalyst for reform.



Amy Ackerman

Commissioner Amy Ackerman has over 20 years of experience practicing law in the public and nonprofit sectors. Currently, she is in private practice focusing on municipal, public health, and children's law and is a consulting attorney with the National Policy and Legal Analysis Network to Prevent Childhood Obesity at ChangeLab Solutions (formerly Public Health Law and Policy), where she provides legal services and policy analysis to help communities promote healthy eating and active living. Previously,

Commissioner Ackerman spent 16 years as a deputy city attorney at the San Francisco City Attorney's Office. As a deputy city attorney, she drafted legislation, and served as general counsel to many City commissions and departments, including most City departments serving children and their families. Commissioner Ackerman served as the legal counsel to the Commission on the Status of Women, for which she drafted the landmark San Francisco CEDAW ordinance and authored the City Attorney's investigative report on the murder of Claire Joyce Tempongko.

Commissioner Ackerman also served for five years as the inaugural Director of Training for the San Francisco City Attorney's Office, developing and supervising delivery of a comprehensive training program for all deputy city attorneys addressing both substantive areas of law and practice skills. Her most recent publications are *Buy Healthy, Buy Local: An Analysis of Potential Legal Challenges to State and Local Government Local Purchase Preferences*, published in *The Municipal Lawyer Magazine* and *The Urban Lawyer* (the National Journal on State and Local Government Law). She currently serves on the Department's Gender Equality Council. Commissioner Ackerman is a graduate of Brown University (magna cum laude and Phi Beta Kappa) and Stanford University Law School.



Alicia Gamez

Commissioner Alicia M. Gamez has been a resident of San Francisco since 1992. She is an attorney who practices in the areas of Tax, Business Counseling, and Trust and Estate Planning and Litigation. She has a J.D. from the University of California, Berkeley, School of Law (Boalt Hall) and is currently pursuing an LL.M. in Taxation at Golden Gate University in San Francisco. In addition, Commissioner Gamez has a Ph.D. from Stanford University and a B.A. with High Honors from the University of Texas at Austin. Commissioner Gamez also serves on the Board of the Bar

Association of San Francisco, and the Executive Committee for the Taxation Section for the Bar Association of San Francisco, and volunteers with the Legal Services for Entrepreneurs program of the Lawyers Committed for Civil Rights.



Mary Y. Jung

Commissioner Mary Y. Jung was appointed to the Commission on the Status of Women on July 24, 2013. This appointment brings Commissioner Jung's career in advocacy full circle on issues closest to her heart - the advancement and equitable treatment of women, girls, and people of color in society. Commissioner Jung started her social justice career in the 1970's organizing working women, eventually forming one of the first office workers unions in the country. She has continued her advocacy through her political involvement and community service. Prior to this appointment, Commissioner Jung served on the Civil Service Commission when she was appointed by then Mayor Gavin Newsom in January 2008.

Currently, Commissioner Jung is the Director of Government and Community Relations for the San Francisco Association of REALTORS®, where she has taken the initiative in developing the first community outreach program in the organization's history. Prior to this, she was a Principal in Pacific Gas and Electric Company's (PG&E) Customer Energy Efficiency Department for seven years, implementing a statewide government program that resulted in lower bills for customers across California and lower greenhouse gas emissions statewide.

Commissioner Jung has served two Mayors - under Mayor Willie L. Brown, Jr., she was the Office and Personnel Manager in the Mayor's Office of Community Development and the Mayor's Office of Housing for four years, where she managed the department's operations and human resources functions. Later, she was appointed to Commission Secretary for the San Francisco Public Utilities Commission (SFPUC) where she served as a member of the SFPUC executive staff for over five years, acting as the liaison between the Commission and SFPUC Divisions, other city, regional and state agencies, and elected officials.

Commissioner Jung is currently the Chair of the San Francisco Democratic County Central Committee (San Francisco Democratic Party) and is an elected member representing the west side of San Francisco. She first won election in 2002 and also serves on the Executive Board of the California Democratic Party. She is active in Democratic voter registration, fundraising, candidate development, issue advocacy, and has extended the volunteer reach of the local party to purple areas of the State.

Since 1992, Commissioner Jung has served as a Board Member of the Pacific Asian American Women Bay Area Coalition (PAAWBAC). PAAWBAC represents the interests of Pacific and Asian American women and supports programs of relevance to Pacific Asian women in areas such as career advancement, relationships, educational equity, health care, business/economic development, and political empowerment. She is a strong believer in forming networks between concerned individuals, diverse community organizations, and community leaders to address issues affecting Asian and Pacific women and their communities.

Julie D. Soo



Commissioner Julie D. Soo is a senior staff counsel with the California Department of Insurance, and Co-Chair of the San Francisco Collaborative Against Human Trafficking. She has volunteered in a variety of community causes, including hate crimes projects, civil rights education, campaign work, and community health advocacy. Commissioner Soo is well-recognized as a former staff writer with AsianWeek, where she continues to be a features contributor. She is a fourth-generation San Franciscan on her mother's side of the family and a graduate of Lowell High School. In addition to serving on the San Francisco Commission on the

Status of Women, Commissioner Soo is a member of the Board of Trustees for Saint Francis Memorial Hospital and is active with the California Democratic Party Executive Board as a co-chair of the Platform Committee, now entering her sixth term as a delegate. She holds an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.



*San Francisco Commission on the Status of Women
Resolution Recognizing the Life & Legacy of Roma Guy*

BE IT KNOWN That the Commission on the Status of Women and the Health Commission of the City and County of San Francisco hereby issue and authorize the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS Roma Guy has touched an immeasurable number of individuals over the course of her career through her tireless advocacy for the marginalized and oppressed, service on over 14 boards, and commissions of agencies that champion a woman's rights to health and safety; and,

WHEREAS Ms. Guy was a founding member of several community-based women's and girls' programs and organizations where she made significant strides to empower vulnerable women and survivors of gender-based violence, including The Women's Foundation of California, The Women's Building, San Francisco Women Against Rape, and La Casa de las Madres; and,

WHEREAS Ms. Guy previously served on the San Francisco Health Commission, and taught at the San Francisco State University College of Health and Human Services in the Department of Health Education where she was Clinical Faculty for the Masters in Public Health program; and,

WHEREAS Ms. Guy is currently Chair of the Health Priority Committee for the California Women's Agenda, a member of the Board of Directors for California Health Access Coalition, and a member of TechSoup Global Community Advisory Committee which focuses its efforts on preventing domestic violence, and its Human Trafficking Subcommittee; and,

WHEREAS A member of the LGBT community, Ms. Guy is an Advisory Board member of the first national Lesbian Health & Research Center, which is housed at the School of Nursing at the University of California, San Francisco, with the goal to improve the health and well-being of lesbians, bisexual women, transgender people, and their families; and,

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women and the San Francisco Health Commission expresses their deepest appreciation to Roma Guy for her legacy of service to the City and County and the women and girls of San Francisco.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

September 16, 2014



*San Francisco Commission on the Status of Women
Resolution Recognizing October as Breast Cancer Awareness Month*

BE IT KNOWN That the Commission on the Status of Women and the Health Commission of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, the annual incidence of breast cancer in San Francisco is 118.4 women per 100,000, and the mortality rate is 17.7 women per 100,000; and,

WHEREAS, there is a continuing gap in treatment outcomes for underserved populations diagnosed with breast cancer; and,

WHEREAS, the San Francisco Department of Public Health is committed to promoting the health of all San Franciscans through public health interventions and provision of health services; and,

WHEREAS, the San Francisco Department of Public Health's Breast and Cervical Cancer Services (BCCS), a public health intervention, is designed to expand services to underserved populations of women; to coordinate breast and cervical cancer screening services within the San Francisco public health system; and to collaborate with other existing programs providing breast and cervical cancer screening, education and advocacy services; and,

WHEREAS, Services are provided at San Francisco General Hospital's (SFGH) 5M Breast Education and Referral Clinic (BERC), 3M Breast Clinic, Tom Waddell's Women's Clinic, SAGE Clinic, San Francisco County Jails and Curry Senior Services; and,

WHEREAS, BCCS staff assist women in finding services convenient and appropriate to age, health status and income level; and,

WHEREAS, BCCS collaborates with community residents and community based private and public organizations to respond to breast and cervical cancer and general well being issues of the community served; and,

WHEREAS, the Avon Comprehensive Breast Care Center (ACBCC) at San Francisco General Hospital, which serves all San Franciscans and is the "safety net" for all uninsured and underinsured women in the City, provides state-of-art mammography, biopsies and over 11,000 breast imaging studies annually; and,

WHEREAS, BCCS and ACBCC staff collaborate to assist women with breast and cervical cancer screening, diagnostic and treatment services, follow-up appointments, education, outreach and referrals, all of which are available in Cantonese, Mandarin and Spanish as well as English; and,

BE IT RESOLVED THAT, the San Francisco Health Commission and the San Francisco Commission on the Status of Women recognize the San Francisco Department of Public Health's excellent programs and work in encouraging screening and providing sensitive, appropriate, timely, and supportive care and celebrates those efforts during National Breast Cancer Awareness Month, October 2014.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

September 16, 2014



*San Francisco Commission on the Status of Women Resolution
Congratulating Alecia DeCoudreaux
Recipient of the 2014 CEDAW Women's Human Rights Education Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Founded in 1842, Mills College was the first women's college established west of the Rockies and has become a nationally celebrated independent liberal arts and sciences college where, in 2011, Alecia DeCoudreaux became the 13th President; and,

WHEREAS, Ms. DeCoudreaux brings to the Office of the President an extensive and distinguished professional background, including the positions of Vice President and Deputy General Counsel at Eli Lilly & Company, a Fortune 125 company; Executive Director of Research, Planning, and Scientific Administration at Lilly Research Laboratories, and, later, Vice President, Law; as well as leadership service for key community organizations such as the Economic Club of the Indiana Board of Governors, the Indiana University Foundation, and on the Women's Fund of Central Indiana; and, as a graduate of Wellesley College, she served for many years on the Board of Trustees as well as President of the Board; and,

WHEREAS, Mills College will host a delegation of global women leaders in April 2015 as part of the Women in Public Service Project, a transformational initiative begun by then-Secretary of State Hillary Clinton to tap the network of U.S. women's colleges to train and guide women leaders in public service from countries in transition; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Alecia DeCoudreaux, recipient of the 2014 CEDAW Women's Human Rights Education Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women
Congratulating AT&T
Recipient of the 2014 CEDAW Women's Human Rights Corporate Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, As part of the San Francisco Department on the Status of Women's innovative Gender Equality Principles Initiative, the 2013 Gender Equality Challenge showcased AT&T's \$1 million contribution to the Girl Scouts of America to fund IMAGINE, an initiative designed to reach 6,000 young women and introduce them to a variety of career options in the science, technology, engineering, and math fields; and, based on an educational curriculum developed specifically for the IMAGINE Initiative, girls teamed up with AT&T employees to engage in flexible interactive activities and visual experiments to get them engaged and excited about these subjects; and,

WHEREAS, In addition, AT&T provided \$350 million in direct financial contributions as well as employee volunteers to support STEM (science, technology, engineering, and math) scholarship programs, science and math summer camps for at-risk youth, hands-on technology labs, and elite robotics competitions at the nation's leading universities, and more; and, AT&T employees are encouraged to volunteer based on their own personal interests and have supported programs such as Girls Who Code and Mobile Apps Made Easy; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to AT&T, recipient of the 2014 CEDAW Women's Human Rights Corporate Award, and expresses its deepest appreciation for its tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women
Resolution Congratulating Becca Prowda
Recipient of the 2014 CEDAW Women's Human Rights
Global and Sustainability Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Becca Prowda is a Senior Manager of Corporate Affairs for Levi Strauss & Co. where she manages corporate involvement with community partners and employee engagement; recently, she launched the highly successful Levi's Go Water<Less™ Challenge where employees were asked to think of the environment before washing their jeans needlessly; and, the Challenge was conducted in conjunction with the release of the new Levi's Water<Less™ jeans that save the company 172 million liters of water by using a less water-intensive finishing process; and, for the challenge winners, Levi's underwrote grants to five non-profits that work to bring clean drinking water to communities in need; and,

WHEREAS, Ms. Prowda currently serves on the Board of Directors at the San Francisco Museum of Modern Art, where she is the Vice Chair of the Committee on Trustees, and at the Friends of the San Francisco Public Library; and, until recently, Ms. Prowda served as a Commissioner on the San Francisco Commission on the Status of Women; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Becca Prowda, recipient of the 2014 CEDAW Women's Human Rights Global and Sustainability Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirstiner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women Resolution
Congratulating Catherine Dodd
Recipient of the 2014 CEDAW Women's Human Rights Government Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Dr. Catherine Dodd's tireless commitment to women's health began nearly 40 years ago when she was a teen peer counselor at Planned Parenthood and has continued throughout her 30-year career; her roles have included staff to a member of the San Francisco Board of Supervisors, Director of Government Relations for the California American Nurses Association, member of the Clinton-Gore National Health Campaign, Director for the California Network for Women's and Children's Health, Director of Government and Community Relations for Kaiser Permanente Northern California, appointee of President Bill Clinton as Regional Director for the U.S. Department of Health and Human Services for Secretary Donna Shalala, District Director to Congresswoman (now Leader) Nancy Pelosi, and Deputy Chief of Staff to Mayor Gavin Newsom; and,

WHEREAS, Currently, Dr. Dodd is the Director of the San Francisco Health Service System which provides health benefits for 110,000 City & County, School District, Community College District employees, retirees, and their dependents where she has reduced the cost of health premiums and implemented a city-wide Wellness program launched by Mayor Edwin M. Lee; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Catherine Dodd, recipient of the 2014 CEDAW Women's Human Rights Government Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

September 22, 2014



*San Francisco Commission on the Status of Women
Congratulating Elizabeth Aguilar-Tarchi
Recipient of the 2014 CEDAW Women's Human Rights
Claire Joyce Tempongko Memorial Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Elizabeth Aguilar-Tarchi has served as an Assistant District Attorney in San Francisco for over 27 years, as well as the statewide board of the California Partnership to End Domestic Violence; in 2009, she was awarded the Vagina Warrior Award by the Filipina Women's Network and the V-Day Committee for her work in prosecuting the high profile homicide case *People v. Tari Ramirez* which resulted in a second-degree murder conviction and a sentence of 16 years to life in prison; and,

WHEREAS, For over a decade, Ms. Aguilar-Tarchi has worked closely with the San Francisco Commission on the Status of Women's "Justice and Courage Project" to address problems in the criminal justice system's response to domestic violence cases; and, in 2004-2005, helped draft the existing policies and procedures manual of the San Francisco District Attorney's Office Domestic Violence Unit; and,

WHEREAS, Ms. Aguilar-Tarchi regards the supplemental domestic violence forms now in use by the San Francisco Police Department to document all incidents of domestic violence and the establishment of the vertical prosecution unit and court to handle all misdemeanor domestic violence cases as her most significant contributions; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Liz Aguilar-Tarchi, recipient of the 2014 CEDAW Women's Human Rights Claire Joyce Tempongko Memorial Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women
Congratulating Nancy Milliken
Recipient of the 2014 CEDAW Women's Human Rights Health Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Dr. Nancy Milliken is Director of the UCSF National Center of Excellence in Women's Health, Vice Dean of the UCSF School of Medicine, and Associate Chair for Clinical Programs in the Department of Obstetrics, Gynecology and Reproductive Sciences at UCSF where she was the principal investigator of a proposal that led to the designation of UCSF as one of the six vanguard centers of excellence in Women's Health named by the U.S. Department of Health and Human Services; and,

WHEREAS, Under her leadership, the Center works to enhance research, patient care, education, and leadership activities to improve the health and well-being of women and girls throughout diverse communities; for example, the Center annually convenes the Young Women's Health Conference which has brought together over 250 young women from 20 schools to discuss such topics as building self-esteem, avoiding substance abuse and teen pregnancy, and aspects of college life; and, since 2012, the Center of Excellence has awarded "Innovations in Young Women's Health" grants to student groups that have supported 16 innovative projects in 10 schools; and, in 2007, the Center of Excellence partnered with the Department on the Status of Women to host "GirlFest - Young Women Healthy and Proud: Speaking up! Speaking out!," a San Francisco Bay Area Girls' Health Summit; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Dr. Nancy Milliken, recipient of the 2014 CEDAW Women's Human Rights Health Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women
Congratulating Regina Scully
Recipient of the 2014 CEDAW Women's Human Rights Arts Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Regina K. Scully is the Founder and CEO of Artemis Rising Foundation, a philanthropic organization dedicated to developing and promoting media, education, and healing projects that transform our culture and an Academy Award nominated executive producer, most recently for the 2012 Sundance Audience Award winning documentary "Invisible War," about the epidemic rapes of women and men in the military; and,

WHEREAS, Ms. Scully was the executive producer of "MissRepresentation," a compelling documentary by Jennifer Siebel Newsom that exposes the gender bias that still exists in our country as reflected in the limited portrayals of women and young girls in our media, politics, and entertainment; and, she was also the executive producer of the 2013 documentary "Anita: Speaking Truth to Power," that depicts how the Anita Hill hearings unfolded and their lasting impact on how sexual harassment is treated, or not, in American society; and,

WHEREAS, Ms. Scully sits on the Stanford University Board of Philanthropy and Civil Society, the Harvard Women's Leadership Board of Directors, the V-Day Board of Directors and the Women's Media Center of New York City Board of Directors; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Regina Scully, recipient of the 2014 CEDAW Women's Human Rights Arts Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women
Congratulating Rita Semel
Recipient of the 2014 CEDAW Women's Human Rights
Community Building Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Rita Semel has done more for interfaith relations in San Francisco than virtually any other individual in our community; she was a founder of United Religions Initiative, the San Francisco Interfaith Council, and the Interfaith Center at the Presidio, and has served as Associate Editor of the Jewish Community Bulletin; she currently holds leadership positions at the New Israel Fund and Catholic Charities Christian Youth Organization; and,

WHEREAS, Ms. Semel has served as Trustee of the Graduate Theological Union, Chair of the Interfaith Center at the Presidio, and Executive Vice Chair of the San Francisco Interfaith Council, and was recently appointed to the Human Services Commission by Mayor Edwin M. Lee; importantly, she was a delegate to the UN World Conference on Women, held in Beijing, China in 1995.

WHEREAS, Ms. Semel has an endowment in her name through the San Francisco Interfaith Council that ensures that the San Francisco Interfaith Council can provide a steady and dependable source of support for interfaith education, cooperation, and service for years to come; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Rita Semel, recipient of the 2014 CEDAW Women's Human Rights Award for Community Building, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women
Resolution Congratulating Soon-Young Yoon,
Recipient of the 2014 CEDAW Women's Human Rights
International Comity Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Dr. Soon-Young Yoon is the UN Representative for the International Alliance of Women and Chair of the Non-Governmental Organization (NGO) Committee on the Status of Women/New York, and First Vice-President of the Conference of NGOs in consultative relationship with the UN who works tirelessly to organize the world's women in support of CEDAW and the Beijing Declaration and Platform for Action; and, in 1995, she served as the UN Liaison for the NGO Forum held in parallel with the UN Fourth World Conference on Women, an event that hosted more than 30,000 NGO participants in Beijing, China; and,

WHEREAS, Annually, she leads a dedicated team of professionals and volunteers to organize the NGO Form that coincides with the UN Commission on the Status of Women at the UN headquarters in New York in March; and, the Department of the Status of Women has participated in the NGO Forum for the past five years; and,

WHEREAS, Dr. Yoon is a board member of the Global Advisory Council at the Harvard University AIDS Initiative, the Women's Environment and Development Organization, and the International Foundation for Ewha Women's University in Seoul, Korea; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to Soon-Young Yoon, recipient of the 2014 CEDAW Women's Human Rights International Comity Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirsfiner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



*San Francisco Commission on the Status of Women Resolution
Congratulating the Honorable Tani Cantil-Sakauye
Recipient of the 2014 CEDAW Women's Human Rights Law Award*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Sworn into office on January 3, 2011, Chief Justice Tani Gorre Cantil-Sakauye is the 28th Chief justice of the State of California and is the first Filipina American and the second woman to serve as the state's chief justice; and,

WHEREAS, In 1997, she established and presided over the first court in Sacramento dedicated solely to domestic violence issues and was a member of the presiding judge's task force on domestic violence and the Home Court committee; and, served as a member of the Domestic Violence Practice and Procedure Task Force where she chaired its Best Practices Domestic Violence subcommittee; and,

WHEREAS, Chief Justice Cantil-Sakauye is an active member of the California Judges Association, the National Asian Pacific American Bar Association, and the Sacramento Asian Bar Association; and,

WHEREAS, For her leadership at the highest levels of state judicial system, she received the Filipina of the Year Award from the Filipina Women's Network; and,

NOW THEREFORE BE IT RESOLVED That the Commission on the Status of Women extends its congratulations to the Honorable Tani Cantil-Sakauye, recipient of the 2014 CEDAW Women's Human Rights Law Award, and expresses its deepest appreciation for her tremendous support of communities in the San Francisco Bay Area and beyond.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
September 22, 2014*



City and County of San Francisco
Edwin M. Lee
Mayor

San Francisco Department of Public Health

Barbara A. Garcia, MPA
Director of Health

MEMORANDUM

DATE: September 11, 2014

TO: Ed Chow, MD, Health Commission President, and Members of the Health Commission
Nancy Kirshner-Rodriguez, Commission on the Status of Women President, and Members of the Commission on the Status of Women

THROUGH: Barbara A. Garcia, MPA, Director of Health

FROM: Colleen Chawla, Deputy Director of Health and Director of Policy & Planning

RE: September 16, 2014 Joint Meeting of the San Francisco Health Commission and the Commission on the Status of Women

Attached please find several documents that provide background, context, and information about women's health services provided by the San Francisco Department of Public Health's San Francisco Health Network. Specifically:

- Agenda Item: Top Health Issues Affecting Women in San Francisco
 - *Women in San Francisco* provides key demographics about San Francisco's female population.
 - *A Snapshot of Women's Health in San Francisco* summarizes the top health issues affecting women in San Francisco.
- Agenda Item: Women's Services in the San Francisco Health Network
 - The Kaiser Family Foundation infographics *Preventive Services for Women and the Affordable Care Act (ACA)* and *The Role of Medicaid and Medicare in Women's Health Care* provide a summary of the impact of the ACA on women and the context in which the San Francisco Health Network cares for women.
 - The summary *Women's Programs and Services* provides key metrics about women accessing services through the San Francisco Health Network and highlights several of our programs for women across the course of life and health.

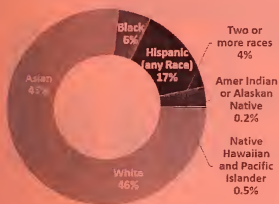
The mission of the San Francisco Department of Public Health is to protect and promote the health of all San Franciscans.

We shall ~ Assess and research the health of the community ~ Develop and enforce health policy ~ Prevent disease and injury ~
~ Educate the public and train health care providers ~ Provide quality, comprehensive, culturally-proficient health services ~ Ensure equal access to all ~

101 Grove Street, Room 308, San Francisco, CA 94102 ♦ (415) 554-2610

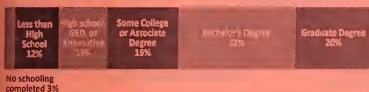
Women in San Francisco

A majority are of White or Asian descent



The proportion of women who are of Asian descent is much higher in San Francisco than California as a whole (23%). The proportion of women identifying as Hispanic or Latino is lower than that of women statewide (37%).

Over half hold a bachelor's degree or higher



Nearly 52% of San Franciscan women hold a bachelor's or higher degree, compared to 30% of women statewide. However, racial and ethnic disparities persist within the city, with African American and Latina women more often not completing high school than White or Asian women.

Sixteen percent live in poverty

Women experience disproportionately higher levels of poverty than the general population of the city, where 13% of all residents live in poverty. Among women older than 75, the proportion living in poverty increases to 23%. Additionally, 30% of women leading households alone with children under 18 live in poverty.

Give birth later in life

The overall birth rate among women in San Francisco is lower than that across the state. Statewide there are 56 births per 1000 women aged 15-50, compared to 39 births per 1000 women in San Francisco. However, the birthrate among women aged 35-50 is higher in San Francisco (43 births/1000 women) compared to women across the state (31 births/1000 women).

Are generally older than women statewide



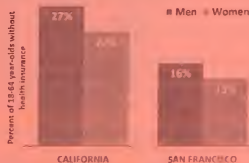
The age distribution of women in San Francisco is older than that of women statewide. The median age for women in California is 37 years, while in San Francisco it is 38.7 years.

On average, earn 10-30% less than men



Overall, 64% of San Francisco's women are in the work force. The median and mean incomes shown above are for those working in management, business, science, or the arts; over half of employed women are in these sectors. Among the remainder, 22% are in sales or office positions, 14% in the service industry, and 8% are employed in other endeavors. Income disparities are evident across all sectors, and are highest in service, where women earn 30% less than their male colleagues.

Most have health insurance



The uninsured rate among San Francisco's women is 13%, which is lower than men in the city, as well as men and women across the state. Insurance options include employer sponsored coverage, individually purchased insurance, or insurance through state/federal programs.

A Snapshot of Women's Health in San Francisco



The #1 killer of women in San Francisco is ischemic heart disease which accounts for 12% of all deaths



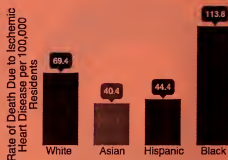
Of the top 10 causes of death 9 are chronic diseases

Chronic diseases in the top 10 causes of death among women are: cardiovascular diseases (IHD, stroke, hypertensive heart disease), certain cancers (lung, tracheal and bronchial, breast, colorectal), Alzheimer's and other dementias, and diabetes.

Death rates due to the leading chronic diseases have been decreasing.

Death rates for the top causes of death are significantly higher among Black women

Black women are almost three times more likely to die of Ischemic Heart Disease than Asian women who have the lowest risk.



More than 1/3 of women are overweight or obese



Low income women are twice as likely to be overweight or obese

Women living in households earning less than 300% of the Federal Poverty Level (FPL) are more likely to be overweight (32%) or obese (15%) than those in households earning more than 300% of the FPL (17% and 8% respectively).

Women of different racial and ethnic backgrounds are unequally affected by overweight and obesity

Latinas (47.2%) are more likely to be overweight than White (25.6%) or Asian women (12.3%). While estimates of obesity among all races/ethnicities of women and of overweight among Black women are statistically unstable they suggest higher rates of obesity and overweight among Latinas and Black women.

Low educational attainment, income insecurity and workplace conditions are interrelated and important to the health and well-being of women and their families

One of four women giving birth had a high school education or less. In high poverty areas (>15% below poverty) 40% of mothers have a high school education or less.

Most Latinas and Blacks have a high school education or less at the time of first pregnancy

62% of Latinas and 58% of Blacks have a high school education or less at time of giving birth.

Job and income insecurity are prevalent among new mothers



One of 6 birth mothers experienced a lost job to themselves or their partners during their pregnancy and one of 10 SF birth mothers (10.2%) experienced cut back pay or hours to themselves or their partners during their pregnancy.



Lower income women (10%) and Latinas (28%) are more likely to lose a job during pregnancy.



One in 10 women reported food insecurity during pregnancy. Thirty percent of low income pregnant women reported food insecurity.

Women experience violence

Black women in San Francisco experience significantly higher rates of assault hospitalizations and premature death due to violence (18x higher than whites) than other ethnicities.

3.4% of pregnant women reported being subject to interpersonal physical or psychological violence during their pregnancy. The rate was 9.5% among low income pregnant women on Medi-Cal and 12.6% (1 in 8) among pregnant women living below poverty.

Almost 1 in 4 women in San Francisco reported needing help for emotional/mental health problems or use of alcohol and drugs

Seventeen percent of women saw a healthcare provider for emotional-mental and or alcohol and drug issues in the past year and 11% of women reported taking prescription medicines for emotional/mental health issues in the two weeks prior to the survey.

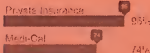
6.9% of adult women in San Francisco self-reported serious psychological distress

About 1.5 %, 0.79 %, and 0.15 % of women ages 15-44 were hospitalized with a mental illness diagnosis, mood disorder diagnosis, and self-inflicted injuries, respectively, in 2011; these rates had all increased recently.

African American women are more likely to be hospitalized due to a mental illness, mood disorder, or self-inflicted injury.



While 90% of women of all ethnicities get timely prenatal care, women covered by Medi-Cal were less likely to receive appropriate prenatal care



Only 63% of women covered for pregnancy by Medi-Cal had a regular source of pre-pregnancy healthcare; 89% of privately insured women had a regular source of pre-pregnancy healthcare.

26% of Medi-Cal covered women and 4% of privately insured women who gave birth did not receive timely (first trimester) prenatal care.

Only 55% of Black mothers with Medi-Cal received timely prenatal care.

Overall, women underutilize medical care services: about 1 in 7 women 18-44 delayed or didn't get medical care

Only 7% Medi-Cal managed care enrolled women 20-29 years old in the SF Health Plan had had a well-woman visit in the past year.

About 50% of Black women delayed or didn't get medical care.

KEY ISSUES IMPACTING WOMEN & GIRLS IN 2014

Emily M. Murase, PhD

Executive Director

San Francisco Department on the Status of Women

September 16, 2014

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Key Issue Areas

- I. Human Trafficking
- II. Domestic Violence
- III. Family Violence
- IV. Status of Girls
- V. Healthy Mothers



3

A *Human Rights* Approach to Violence Against Women



*Freedom from violence
is a human right.*

- San Francisco's 1998 CEDAW Ordinance

4

Trafficking in San Francisco

- Top destination for traffickers.
- All forms of trafficking exist here.
- Entire community is affected.
- Big \$ Business...

*What do you guess is the
annual salary of a single
street pimp who controls
4 women?*



5

Mayor's Task Force on Human Trafficking



Purpose:

The Task Force shall oversee a **comprehensive, victim-centered** approach that effectively intervenes in human trafficking situations and focuses on long-term solutions to this pervasive problem.

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Mayor's Task Force on Human Trafficking

Objectives

- Development of Data Tracking Tool
- Service Provider Matrix
- Beefed up enforcement at massage parlors
- **Issues of resources, cultural competency**
- Notice Campaign to 700 affected businesses



7

Justice & Courage Project on Domestic Violence Policy Reform

- 12 years of focused work
- 121 recommendations completed (e.g., language access)
- Nationally, domestic violence is still the cause of 40% of femicides
- Recent cases involving NFL players



8

Domestic Violence Homicides in San Francisco



Source: Domestic Violence Consortium

9

Family Violence Council



- Collaboration of advocates working to address child abuse, domestic violence, and elder abuse
- Child Abuse Intervention Program
- LEAP resources
- Annual Report on Family Violence in San Francisco, 2009, 2010, 2011, 2012-2013

10

Status of Girls

- 27% of girls responded feeling so sad and hopeless that regular activities were interrupted for 2+ weeks.
- 14% of girls considered suicide, 9% of girls attempted suicide.
- 53% of lesbian/bi-sexual girls experience depression.
- 44% transgender reported having "been physically forced to have sexual intercourse when they did not want to."
- 40% transgender reported physical abuse by an intimate partner.

Source: San Francisco Department
on the Status of Women



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Health Mothers Workplace Awards

- A program to recognize companies that adjust their policies and culture to address the needs of working mothers and families.
- Compared to last year, 30% increase in the number of companies to 24.
- 3 companies improved from Bronze to Silver.
- Example: Bi-Rite Family of Businesses – Workplace Flexibility
 - Predictable schedules with advanced notice
 - Phased-in workforce exit and reentry
 - Compressed workweek



12

Discussion



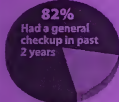
San Francisco
Commission & Department on
the Status of Women
www.sfgov.org/dosw
dosw@sfgov.org



VISUALIZING HEALTH POLICY
Kaiser Family Foundation*

PREVENTIVE SERVICES FOR WOMEN AND THE AFFORDABLE CARE ACT (ACA)

Most women have had recent checkups, but the opportunity to receive preventive counseling is often missed

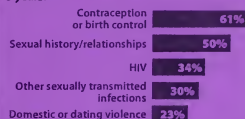


Share of women reporting they discussed topic with a provider in past 3 years:



Counseling on some sexual health issues among reproductive-age women is very low

Discussed with a health care provider in the past 3 years:



The majority of women reporting sexually transmitted infection (STI) tests believe incorrectly that the tests are routine



of women ages 18-44 years report receiving an STI test in the past 2 years, but more than half incorrectly thought the test was a routine part of the examination

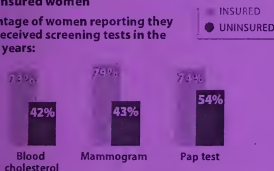
54% Under the impression the test was routine

14% Do not believe STI test

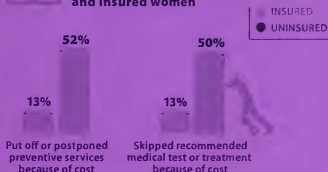
31% Don't know

Uninsured women have much lower screening rates than insured women

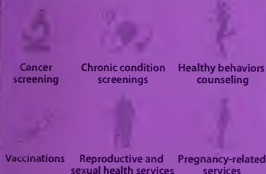
Percentage of women reporting they have received screening tests in the past 2 years:



Costs can be a barrier for both uninsured and insured women



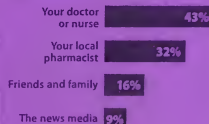
The ACA requires plans to cover many preventive services without cost sharing



Four in 10 women are unaware of new preventive services coverage



Clinicians are the most trusted source for information on the ACA



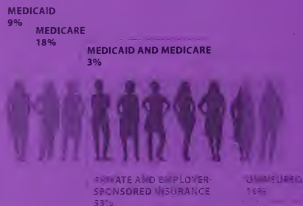
Share of women reporting that they trust each source "a lot" for information on the ACA.

Source: Kaiser Family Foundation (<http://www.kff.org>) analysis. Original data and detailed source information are available at http://kff.org/JAMA_05-14-2014.

*Produced by Usha Ranji, MS; Nisha Kurani; Alina Salganicoff, PhD; Anne Jankiewicz; and David Rousseau, MPH

THE ROLE OF MEDICAID AND MEDICARE IN WOMEN'S HEALTH CARE

Medicaid and Medicare Provide Health Coverage for 3 in 10 Women



121.3 MILLION WOMEN AGES 18 YEARS AND OLDER

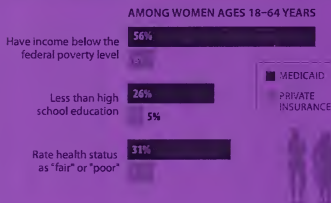
Women Comprise the Majority of Those Covered by the Medicaid and Medicare Programs



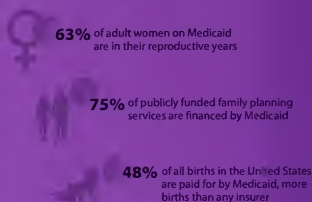
Women have lower incomes than men and are more likely to qualify for Medicaid's categories: pregnancy, parents, disability.

On average, women's life expectancy is nearly 5 years longer than men's.

Women on Medicaid Are Poorer and Sicker Than Women With Private Coverage

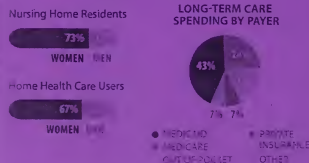


Medicaid Is a Primary Payer for Women's Reproductive Health Services

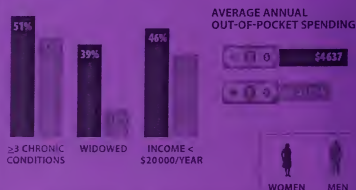


Most Recipients of Long-Term Services and Support Are Women

MEDICAID AND MEDICARE TOGETHER PAY FOR TWO-THIRDS OF LONG-TERM CARE EXPENSES



Women on Medicare Have Higher Rates of Health and Social Challenges and Spend More on Care Than Men



SOURCE: Kaiser Family Foundation @ <http://www.kff.org> analysis. Original data and detailed source information are available at http://facts.kff.org/jama_051513
*Produced by: Usha Ranji, MS, Alina Salganicoff, PhD, Adara Beamesderfer, Anne Jankiewicz, and David Rousseau, MPH.

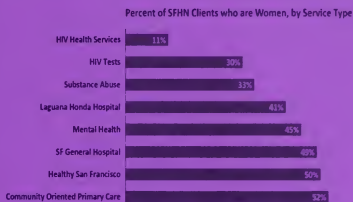


Women's Programs and Services

Overview

The San Francisco Department of Public Health (SFPDH) offers a variety of programs tailored to promote women's health and wellbeing. Provided through a citywide system of clinics and hospitals known as the SF Health Network (SFHN), many programs and services are linked, and all place an emphasis on increasing equity and reducing health disparities. Community engagement and partnerships are encouraged and leveraged wherever possible to reduce cultural, linguistic, and social barriers.

Officially launched in August 2014, the SF Health Network offers San Franciscans an integrated delivery system that provides comprehensive, culturally sensitive care. Streamlining the original network of SFPDH hospitals and clinics, the SF Health Network is comprised of San Francisco General Hospital and Trauma Center, Laguna Honda Hospital and Rehabilitation Center, Primary Care, Behavioral Health, Maternal, Child and Adolescent Health, community Transitions, the Office of Managed Care, and Jail Health. The chart on the right depicts the proportion of female clients across major service categories in FY 2012-13.



SFPDH programmatic efforts over the years have demonstrated success. Some examples include:

- 74% of women aged 50-74 seen two or more times in a primary care clinic had a mammogram within the past 24 months
- 71% of women with a recommendation for cervical cancer screening received one within the past three years
- the OB/GYN acute hospitalization 30 day readmission rate is only 1.8%
- SFGH has a low proportion of births by Caesarean section at 17%
- over 67% of women who deliver at SFGH, exclusively breast feed their newborns in hospital

The list of programs and services highlighted in this document is not exhaustive, but features prominent programs that care for and support women through all stages of life and health.

SFHN Programs and Services for Women

Primary Care & Reproductive Health	Pregnancy & Child Birth	Building Equity & Promoting Lifelong Success	Aging	Oncology & Cancer Screening	HIV/AIDS
- Family Planning - LARC Access Project - Healthy Pregnancy Planning - Cervical Cancer Screening - Chronic Pelvic Pain Management - Jail Health	- The Women's Health Center - Centering Pregnancy - Doula Program - Bay Area Perinatal AIDS Center	- Transgender Health Services - Nurse Family Partnership Program - Public Health Nurse Home Visiting Program - Black Infant Health Program - Equity in Young Black Women's Health and Birth Outcomes Project	- Urinary Incontinence Program - Menopause Services - LHH Pain and Healing Clinic - LHH Respite Program	- Avon Breast Cancer Center - Mammovan - Big Alms - Breast & Cervical Cancer Services - Gynecologic Cancer Services	- Women's Center of Excellence - Family Service Network - A Woman's Place

Primary Care and Reproductive Health

Family planning and timing pregnancy is one of the most important health issues for women who are otherwise healthy, as unplanned or mistimed pregnancies are associated with higher rates of preterm birth, maternal complications and social/financial struggles. The Women's Health Center offers expertise in helping women choose the right contraceptive for their health and lifestyles, by offering the full range of options. To promote family planning, the Center is moving toward drop-in or same-day contraceptive counselling and placement of intrauterine devices and implants.

The **LARC Access Project** is a new reproductive health improvement program. This one-year pilot project is aimed at increasing use of long-acting reversible contraceptive (LARC) methods in SF Health Network primary care clinics, particularly among young women. Six SFHN primary care clinics are participating: Southeast Health Center, Potrero Hill Health Center, as are four community health youth clinics: Balboa, Cole St., Larkin St., and 3rd St. The objectives of the project are to increase awareness of LARC methods (particularly among adolescents and transitional aged youth), increase SFHN capacity to provide and manage LARC methods, and evaluate the impact of this training protocol on use of LARC in SFHN clinics.

Healthy pregnancy planning for women with chronic conditions such as diabetes, high blood pressure, seizures, or on medications harmful to the fetus, reduces the risk of complicated pregnancy, miscarriage, or severe health problems for the mother. SFGH collaborates with citywide colleagues to offer preconception counselling services in order to optimize the woman's health prior to conception. Such counseling includes evaluation for contraception to help these women effectively and safely prevent pregnancy until their health has been optimized.

Cervical Cancer Screening: The Women's Health Center is the referral site for the entire SF Health Network for follow-up and treatment of abnormal pap smears. The Center's Dysplasia Clinic is run by a national expert on cervical cancer screening, and the program offers diagnosis and treatment as well as follow-up until the woman returns to a routine screening schedule. As smoking and HIV infection are often linked with dysplasia, the program also provides referrals for smoking cessation and HIV testing.

Chronic pelvic pain can be a disabling condition that is difficult to treat and contributes to depression and social isolation, requiring a multi-disciplinary and multifaceted approach. Women suffering from such pain often have difficulty obtaining proper physical therapy, one of the mainstays of treatment, as very few therapists have the appropriate training. SFGH has a comprehensive chronic pelvic pain program, which includes a thorough assessment and treatment of not only the pain, but also the associated depression. The program offers a Nurse Practitioner trained in pelvic floor physical therapy, and a centering model of care (group care) to provide peer social support and teach self-care.

Jail Health: In July 2009, Jail Health Services, in collaboration with the UCSF Obstetrics and Gynecology (OB/Gyn) Residency Program, established a program through which all first year Ob/Gyn residents spend a half day every week seeing patients at the San Francisco County Jail during their six week ambulatory care rotation. The curriculum also includes readings and discussions pertaining to health issues for incarcerated women, and understanding how race, socioeconomic status, and other social determinants of health contribute to health disparities. The residents provide health care within the criminal justice system, eliminating the need for the SF Sheriff's Department to transport inmates to SFGH for specialty care, and offer their clients continuity of care after release from jail.

Pregnancy and Childbirth

The Women's Health Center at San Francisco General Hospital (SFGH) offers comprehensive services, including on-site social work, nutrition, health education, lactation education, and classes on parenting, and breast feeding. To care for women with complex/chronic health issues, the Center offers a high risk obstetrics program that includes genetic counseling, maternal-fetal medicine consultation, specialized diabetes care, on-site psychiatrist and psychologist, and substance abuse services. The work of the Women's Health Center has earned SFGH a "Baby Friendly" designation by the World Health Organization (WHO), which signifies hospitals that support breast feeding from throughout prenatal care, labor, and after-delivery. SFGH remains the only hospital in the Bay Area to earn this designation, with a breast feeding initiation rate over 90%.

Centering Pregnancy is a group prenatal care program designed to empower women with limited health knowledge or a narrow social support network. Through group peer support, this program has been shown to decrease preterm birth, while improving health knowledge, prenatal care attendance, and breast feeding rates. This model is especially effective in reducing social isolation experienced by women who are recent immigrants. The program also partners with the Homeless Prenatal Program to provide extensive social services.

The Doula Program is supported by SFGH, and pairs volunteer doulas with women who need labor support. The program serves women who have limited social support and come in to Labor and Delivery alone, including recent immigrants and those whose partners are not able to negotiate time off from work for the birth. Doulas stay in the room for the entire labor and assist the mother with pain management and decision-support. Doula programs have been shown to decrease the rate of births by cesarean section.

The Infant Parent Program, in conjunction with psychiatry, obstetrics, and social work, provides a safety net for women at high risk for not being able to care for their babies. The program serves vulnerable women who face psychiatric illness, homelessness, substance use, or suffer from intimate partner violence. In most other communities, babies born to these mothers are likely to be placed in foster care. However, this program aims to keep families together, by helping mothers get treatment and acquire skills that will allow them to care for and form strong bonds with their infants.

The Bay Area Perinatal Aids Center (BAPAC) offers comprehensive preconception counseling and prenatal care to women and families infected and affected by HIV. BAPAC is a multi-disciplinary team that tailors medical and psychosocial services to the specific needs of each woman and her family before, during and after pregnancy. BAPAC also offers consultations and education to medical providers worldwide. Due to the intensive and personalized care that is offered to women with HIV, SFGH has not observed any cases of vertical transmission of HIV from mother to baby for many years.

Building Equity and Planning for Lifelong Success

Transgender Health Services ensures access to transgender surgeries and provides related education and preparation services for eligible uninsured transgender adult San Franciscans. This initiative was born out of the work of community advocates, a Board of Supervisors resolution encouraging the provision of medically necessary gender-transition-related care, and the Health Commission's approval of transgender surgery as a covered service under Healthy San Francisco. Concurrently, SFDPH continues to provide a

range of health services to transgender residents, including primary care, prevention, behavioral health, hormone therapy, specialty and inpatient care. SFDPH has also recently issued guidelines to establish department-wide uniformity in the collection of gender data.

The Nurse Family Partnership seeks to build to successful futures and establish healthier, safer, and stronger communities for generations to come by developing strong family foundations. The program provides Public Health Nurse (PHN) home visits to low-income first-time mothers during pregnancy and until the baby's 2nd birthday. Launched in San Francisco in August 2012, this program is backed by 37 years of evidence-based best practices from national randomized, controlled trials. Each nurse receives extensive training to promote the program's three goals: improve pregnancy outcomes, improve child health and development, and improve families' economic self-sufficiency. The program currently employs 9 Public Health Nurses who serve 171 burgeoning families.

The Public Health Nurse Home Visiting Program provides comprehensive case management through home visiting for a shorter duration than the Nurse Family Partnership Program (NFP). Open to low-income or high-risk expectant and post-partum mothers who may already have children or do not choose NFP, this program also provides home visits and case management for pediatric clients. Services include comprehensive needs and safety assessments, case management and assistance with coordinating services, assistance with medication and treatment compliance, teaching newborn care, support for families with children with special needs, parenting support and education, grief counseling, immunization assessments, and health education.

The Black Infant Health Program is an evidence informed group intervention that incorporates individual case management to address factors contributing to poor birth outcomes and disparities observed among African American women and infants. San Francisco, which is one of seventeen health jurisdictions implementing this program, has a several-fold Black:White infant mortality disparity. Started in 1990, the program focuses on reducing chronic stress, social isolation, limited access to services, racial inequities, economic hardship, and disempowered communities. Each year 100 pregnant adult African American women are enrolled and participate in two group education series: 10 weeks prenatal and 10 weeks postpartum. The women may remain in the program until their baby's first birthday, and groups are offered quarterly in Western Addition and in Bayview. The goal is to offer culturally relevant information that places a high importance on individual participants' needs, priorities, values, and strengths.

Equity in Young Black Women's Health and Birth Outcomes Project: SFDPH is one of seven sites to receive a two-year technical grant from CityMatCH Equity Institute. Charged with demonstrating an evidence base for local interventions that reduce inequities in birth outcomes, a multidisciplinary SFDPH team is collaborating with community members and local partners to develop strategies, measure outcomes, and evaluate a project in 18-24 months. Throughout 2014, the team has conducted targeted outreach and in-reach, held focus groups, and trained staff in preparation for implementation. The team has selected two main strategies: 1) increasing access to long acting reversible contraceptives (LARC) for young Black women of childbearing age, within the context of life planning, personal choice and empowerment; and 2) citywide support groups that build on the Black Infant Health Program and the "centering" model, and incorporate a maternal stress curriculum. The support groups will be launched in January 2015 and will enroll approximately 50 African American women through several partner organizations.

Aging

Urinary Incontinence Program: Urinary incontinence is a very common and socially debilitating problem which can lead to depression and social isolation. SFGH offers testing for and management of incontinence with personalized treatment plans that include pelvic floor muscle training by a nurse, behavioral training and therapy, urodynamic testing, and a variety of advanced surgical techniques performed by a board-certified urogynecologist.

Menopause: SFGH has a special section devoted to women experiencing problems with menopause, and offers a variety of evidence-based treatments that include both pharmacologic and complementary-alternative options.

The **Pain and Healing Clinic at Laguna Honda Hospital** uses an integrated team approach to provide supportive and compassionate care for residents living with chronic pain. Since its launch in June 2011, the program has served 130 residents, and averages 35 clinic visits per month. Practitioners from multiple disciplines including medicine, pharmacy, acupuncture, psychiatry, music, movement and massage therapies work together to provide comprehensive and innovative treatment for residents with all types of pain.

The **Respite Program** at Laguna Honda Hospital provides six weeks of inpatient care for clients who normally receive home care. The program provides the client the same level of services as other residents, and offers the home caregiver a break. Women take advantage of this program more often than men.

Oncology and Cancer Screening

The **Avon Breast Care Center** at SFGH offers comprehensive breast cancer screening and treatment for women of all ages and from all backgrounds. The Center's mission is to provide comprehensive breast care, education, and research in a compassionate and culturally sensitive environment.

The **Mammovan** is a mobile extension of the Avon Breast Care Center at SFGH. The van is equipped with digital mammography units and it travels to clinics in the community several days a week to offer thousands of screenings each year.

Breast and Cervical Cancer Services (BCCS), overseen by Primary Care since 1997, operates on a mission to improve access to breast and cervical health and cancer services throughout San Francisco. BCCS consists of nurse practitioners and patient navigators who promote awareness and cancer screenings, as well as help navigating services for women with cancer. The team targets older women and homeless women for breast cancer screening by deploying nurse practitioners to clinics with large populations of unscreened women.

Big Aims is a California Association of Public Hospitals (CAPH) sponsored statewide initiative to demonstrate significant improvements in breast cancer screening for women aged 50-74, many of whom are uninsured or underinsured. A multidisciplinary workgroup, with representation from SFGH Radiology, the Avon Breast Center, Primary Care nursing and providers, IT, and Quality Management is working on increasing radiology services capacity, maximizing the use of current resources, including the use of the Mammovan and Saturday appointments, creating regularly scheduled quality reports, and improving processes in primary care.

Gynecologic Cancer: SFGH offers comprehensive care and long-term follow-up for women with ovarian, uterine, cervical and vulvar cancers. The team includes a board-certified gynecologic-oncologist (surgeon), genetics counselor, social worker and oncology nurse. Women are provided care from the time of diagnosis, through surgery or chemotherapy, and continue in follow-up care for several years of surveillance.

HIV/AIDS

The Women's Center of Excellence provides medical care at either Ward 86 or the UCSF Women's HIV Program at Parnassus, with social support services (mental health and case management) provided by South Van Ness Adult Behavioral Health.

The Family Service Network provides medical care for HIV positive women, youth, and affected families at Ward 86, the UCSF Women's HIV Program at Parnassus, the Family HIV Clinic (SFGH), Larkin Street Youth Clinic, or BAPAC. Prevention counselling, PrEP (pre-exposure prophylaxis medication), and HIV testing are provided to HIV negative partners. Support services are provided by South Van Ness Adult Behavioral Health and Substance Treatment Outpatient Program (STOP).

A Woman's Place provides residential medical case management and coordinated mental health referral/linkage services to multiply diagnosed, primarily African American and transgender women living with HIV, through a collaboration with CATS. Wraparound services include supportive housing, stabilization, counseling, case management, and psychological support services aimed at improving accessibility, timeliness and continuity of health care.



Commission on the Status of Women & Health Commission

Mayor Edwin M. Lee

Director of Health, Barbara A. Garcia, MPA
Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-
RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

COMMISSION ON THE STATUS OF WOMEN & HEALTH COMMISSION JOINT MEETING MINUTES

Tuesday, September 16, 2014

4 – 6 pm

101 Grove Street, Room 300
San Francisco, CA 94102

EDWARD A. CHOW, MD
President

CECILIA CHUNG
Commissioner

JUDITH KARSHMER
Commissioner

DAVID PATING, MD
Commissioner

DAVID J SANCHEZ
Commissioner

DAVID B SINGER
Commissioner

BELLE TAYLOR-MCGHEE
Commissioner

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I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez and President Chow called the meeting to order at 4:06 pm.

Action: To approve the meeting agenda as proposed *m/s/c (Soo/Gamez/Unanimous)*

Commissioners introduced themselves.

II. NEW BUSINESS

A. Resolution Recognizing the Contributions of Roma Guy, MSW.

Action: To approve the resolution. *m/s/c (Krishner-Rodriguez/Shorter/Unanimous)*

Director of Health Barbara Garcia recognized Ms. Guy on behalf of the Health Department, and thanked her for her dedication to promoting health in San Francisco.

Commissioners from both Commissions thanked Ms. Guy for her years of service to the community of San Francisco and, in particular, the women's movement, and mentorship to many of the Commissioners earlier in their careers.

Ms. Guy thanked both Commissions for recognizing her.

B. Resolution Recognizing October as Breast Cancer Awareness Month

Action: To approve the resolution. *m/s/c (Soo/Ackerman/Unanimous)*

C. Resolution Recognizing the 2014 CEDAW Women's Human Rights Awardees

Action: To approve the resolutions. *m/s/c (Gamez/Shorter/Unanimous)*

D. Top Health Issues Affecting Women in San Francisco

Director of Health Barbara Garcia introduced Department of Public Health (DPH) Epidemiologist Michelle Kirian, MPH, to provide an overview of the top health issues affecting women in San Francisco. Below are the highlights.

- The top 10 causes of death for women in San Francisco are:
 1. Ischemic Heart Disease
 2. Alzheimer's and other dementias
 3. Stroke
 4. Lung, tracheal, and bronchial cancer
 5. Hypertensive heart disease
 6. Breast Cancer
 7. Colorectal Cancer
 8. Lower Respiratory Infection
 9. Chronic Obstructive Pulmonary Disease
 10. Diabetes Mellitus
- The ethnicities with the highest percentages of obese or overweight women are African American (67.2%) and Hispanic (70.4%).
- One in four women need help for emotional or mental health problems or use of alcohol and drugs, but only 17% of women saw a healthcare provider for emotional-mental and/or alcohol and drug issues.
- One in seven pregnant women receive delayed medical care or none at all; 50% of pregnant African American women receive delayed medical care or none at all.

Discussion focused on ways to provide health care prevention, and to screen patients for domestic violence. Although California is healthier than other states in the United States, the health disparities within the state are alarming. Health Commission agreed with Status of Women Commissioners that there was room for greater gender focus in their work. DPH is changing the way it collects data on gender, so that services and policies can be more inclusive of the women's community in San Francisco.

E. Women's Health Related Policy

Department on the Status of Women Executive Director Dr. Emily Murase presented an overview of how San Francisco is responding to violence against women and supporting girls. Below are the highlights.

- San Francisco is one of the top destination for human trafficking. In response to this issue, Mayor Edwin M. Lee created a Task Force on Human Trafficking, staffed by the Department on the Status of Women.
- The Justice & Courage Project on Domestic Violence Policy Reform recently sunset after 12 years of focused work, with 121 recommendations completed and a record 44 months without any domestic violence homicides. A full final report of the Project can be found at www.sfgov.org/dosw/justice-and-courage-oversight-panel.
- The Family Violence Council, mandated by the State Attorney General for each County, is the first in the state to bring together advocates and city officials to address child abuse, domestic violence, and elder abuse.
- LGBTQQ girls are currently vulnerable and underserved: 53% of lesbian/bisexual girls experience depression, and 40% of transgendered girls reported physical abuse by an intimate partner.

Discussion focused on the need to educate boys as well as girls, and how to communicate with victims of violence. Both Commissions recognized the need to address violence against women in more comprehensive ways, and to assist elder women as well.

Commissioners expressed interest in working together to address the intersection of violence against women and health issues.

Public Comment:

Beverly Upton, Executive Director of Domestic Violence Consortium (DVC), thanked both Commissions for recognizing Ms. Guy, who has mentored many leaders in the women's community. DVC has worked with DPH to institutionalize screening for domestic violence at health clinics.

F. Women's Services in the San Francisco Health Network

Director of Health Barbara Garcia provided a background on the San Francisco Health Network (SFHN). DPH developed SFHN to bring together services under one comprehensive healthcare system. There are 20 health clinics throughout the city, and 150 additional community-based organizations are funded by DPH.

Programmatic efforts over the years have demonstrated success. Below are some examples:

- 74% of women aged 50-74 who were seen two or more times in a primary care clinic had a mammogram within the past 24 months.
- 71% of women referred for cervical cancer screening received one within the past three years.
- The OB/GYN acute hospitalization 30-day readmission rate is extremely low: only 1.8%.
- At 17%, San Francisco General Hospital (SFGH) has a low rate of births by Caesarean section.
- At 67%, women who deliver at SFGH exclusively breast feed their newborns in the hospital at a very high rate.

Director Garcia introduced the following speakers to provide highlights of SFHN.

Mary Hansell, Director of Maternal, Child & Adolescent Health Section at DPH, discussed the Nurse Family Partnership program. Launched in August 2012, this program provides Public Health Nurse home visits to low-income first-time mothers during pregnancy and until the baby's 2nd birthday. The program currently employs 9 nurses who serve 171 first time mothers. Of these, 16% are African American. Over 90% of mothers start off breast feeding. The median household income is \$7500 annually. Evaluation research has shown that this program decreases the risks of child abuse and neglect, accidental injury and ingestions, and improved school performance by children.

Dr. Catharine James, Medical Director of Maxine Hall Health Center, highlighted several programs provided to women at the Health Center, including a mammogram van that visits the site more than once a month, significantly expanding access to mammograms. She highlighted the importance of team-based care by sharing a story of a patient who benefitted from the service.

Dr. Colleen Riley, Chief Medical Director at Laguna Honda Hospital & Rehabilitation Center, explained that Laguna Honda is a publicly owned general and acute care facility. Last year, 1218 patients were seen, 43% of which were women. Of these, 30% were white, 20% African American, 25% Asian, and 13% Latina. She highlighted the Pain and Healing Clinic, which was launched in June 2011 to provide comprehensive and innovative care for residents living with chronic pain. Secondly, Dr. Riley highlighted the Respite Program,

which provides six weeks of inpatient care for clients who would normally receive home care. She noted that women take advantage of this program more often than men.

Commissioners discussed the need for focus on more measurements of performance and outcomes of services provided by SFHN, and educating Asian Pacific Island women on the need to get tested for denser fibrous breast tissue, as they are more prone to the condition. Both Commissions agreed that screenings should be improved and that the Affordable Care Act is an important policy initiative seeking to provide comprehensive health care for a much greater number of people than before.

III. GENERAL PUBLIC COMMENT

1. Reuben Goldman, mental health consumer, expressed a grievance against a DPH-funded facility, and stated that there is a violation of admission agreement in Marilyn House.
2. Roberta Guise, Public Policy Chair of American Association of University Women - San Francisco Branch, informed both Commissions about the 69th Anniversary Celebration of the Signing of the United Nations Charter on Sunday, October 19, hosted by United Nations Association, San Francisco Branch.

IV. ADJOURNMENT

President Kirshner-Rodriguez adjourned the meeting in honor of Comedian Joan Rivers, Founder of KTSF Lillian Lincoln Howell, and Founder of California Women Lawyers Joanne Garvey.

Action: To adjourn the meeting.

m/s/c (Soo/Gamez/Unanimous)

Meeting was adjourned at 6:55 pm.



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, October 22, 2014

4 – 6 pm

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Total Estimated Meeting Time: 1 hour 45 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

4 – 4:05 pm

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

4:05 – 4:08 pm

Explanatory document – Draft Minutes from August 21 and September 16, 2014.

Action: To approve draft minutes from August 21 and September 16, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

4:08 – 4:15 pm

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. COMMISSIONER REPORTS

DISCUSSION

4:15 – 4:25 pm

Commissioners will report on activities related to the work of the Commission.

A. Cities for CEDAW

President Kirshner-Rodriguez

B. Family Violence Council

President Kirshner-Rodriguez

C. Justice and Courage

Vice President Shorter

D. Human Trafficking

Commissioner Soo

E. General Commission Business

Commissioners

V. NEW BUSINESS

DISCUSSION

A. Cohort Study of Young Girls' Nutrition, Environment, and Transitions (CYGNET) 4:25 – 4:45 pm

Co-Investigators Dr. Louise Greenspan, Pediatric Endocrinologist at Kaiser Permanente, and Julianna Dearthoff, PhD, Associate Professor at UC Berkeley, will provide a presentation on CYGNET.

B. Update on Healthy Mothers Workplace Coalition 4:45 – 5 pm

Director of Healthy Mothers Workplace Coalition and Project Attorney at Legal Aid Society-Employment Law Center Julia Parish will provide an update on the Healthy Mothers Workplace Coalition.

C. San Francisco Police Department Update on Rape Kit Backlogs 5 – 5:15 pm

Captain Michael Connolly will provide an update on rape kit backlogs.

VI. CONSENT AGENDA

ACTION

5:15 – 5:29 pm

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Heather Marlowe, Playwright and Performer of "The Haze"
- B. Resolution Recognizing San Francisco Police Commission President Suzy Loftus
- C. Resolution Recognizing San Francisco Chief Adult Probation Officer Wendy Still on the Occasion of Domestic Violence Awareness Month
- D. Resolution Supporting Assistance to Unaccompanied Immigrant Children
- E. Resolution Recognizing Leadership San Francisco Executive Director Dianne Easton

VII. AGENDA ITEMS FOR FUTURE COMMISSION MEETINGS

DISCUSSION

5:29 – 5:34 pm

Discussion regarding agendas for upcoming meetings.

VIII. GENERAL PUBLIC COMMENT

DISCUSSION

5:34 – 5:44 pm

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

IX. ADJOURNMENT

ACTION

5:44 – 5:45 pm

Action: To adjourn the meeting.

For questions about the meeting please contact Commission Secretary at 415-252-2570. The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

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Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted

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Sunshine Ordinance Task Force Administrator
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.
LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary at 415-252-2570, or dosw@sfgov.org at least 48 hours in advance of the hearing. Late requests will be honored if possible.

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Assistive listening devices, real time captioning, American Sign Language interpreters, readers, large print agendas or other accommodations are available upon request. Please make your requests for accommodations to the Commission Secretary at (415) 252-2570, or dosw@sfgov.org. Requesting accommodations at least 72 hours prior to the meeting will help to ensure availability.

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如對會議有任何疑問，請致電 415-252-2570 查詢。當會議進行時，嚴禁使用手機及任何發聲電子裝置。會議主席可以命令任何使用手機或其他發出聲音裝置的人等離開會議場所。

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陽光政策 專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼: 415-554-7724 ; 傳真號碼: 415-554-5163
電子郵件: SOTF@sfgov.org

陽光政策的文件可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

ACCESO A IDIOMAS

De acuerdo con la Ordenanza de Acceso a Idiomas "Language Access Ordinance" (Capítulo 91 del Código Administrativo de San Francisco "Chapter 91 of the San Francisco Administrative Code") intérpretes de chino, español y/o filipino (tagalo) estarán

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Tungkulin ng Pamahalaan na paglinkuran ang publiko, maabot ito sa patas at medaling maunawaan na paraan. Ang mga komisyong, board, kapulungan at iba pang mga ahensya ng Lungsod at County ay mananatili upang maglingkod sa pamayanan. Tinitiyak ng ordinansa na ang desisyon o pagpapasya ay ginagawa kasama ng mamamayan at ang mga gawaing panglungsod na napagkaisahan ay bukas sa pagsusuri ng publiko. Para sa impormasyon ukol sa inyong karapatan sa ilalim ng Sunshine Ordinance (Kapitulo 67 sa San Francisco Administrative Code) o para mag report sa paglabag sa ordinansa, mangyaring tumawag sa

Administrador ng Sunshine Ordinance Task Force .
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Opisina); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Ang mga kopya ng Sunshine Ordinance ay makukuha sa Clerk ng Sunshine Task Force, sa pampublikong aklatan ng San Francisco at sa website ng Lungsod sa www.sfgov.org. Mga kopya at mga dokumentong na nagpapaliwanag sa Ordinance ay makukuha online sa <http://www.sfbos.org/sunshine> o sa kahilingan sa Commission Secretary, sa address sa itaas o sa numero ng telepono.
PAG-ACCESS SA WIKA

Ayon sa Language Access Ordinance (Chapter 91 ng San Francisco Administrative Code), maaaring mag-request ng mga tagapagsalin sa wikang Tsino, Espanyol, at/o Filipino (Tagalog). Kapag hiniling, ang mga kaganapan ng miting ay maaring isalin sa ibang wika matapos ito ay aproban ng komisyong. Maari din magkaroon ng tulong sa ibang wika. Sa mga ganitong uri ng kahilingan, mangyaring tumawag sa Clerk ng Commission sa 415-252-2570, o dosw@sfgov.org sa hindi bababa sa 48 oras bago mag miting. Kung maari, ang mga late na hiling ay posibleng pagbibigyan.

ACCESS PARA SA MAY KAPANANAN

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City and County of San Francisco

10-21-1-2014-5 REVISED

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

REVISED COMMISSION MEETING AGENDA

Wednesday, October 22, 2014

4 – 6 pm

City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Mary Jung

Vice President Andrea Shorter
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Total Estimated Meeting Time: 1 hour 45 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

4 – 4:05 pm

Remarks by President Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

4:05 – 4:08 pm

Explanatory document – Draft Minutes from August 21 and September 16, 2014.

Action: To approve draft minutes from August 21 and September 16, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

4:08 – 4:15 pm

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. COMMISSIONER REPORTS

DISCUSSION

4:15 – 4:25 pm

Commissioners will report on activities related to the work of the Commission.

A. Cities for CEDAW

President Kirshner-Rodriguez

B. Family Violence Council

President Kirshner-Rodriguez

C. Justice and Courage

Vice President Shorter

D. Human Trafficking

Commissioner Soo

E. General Commission Business

Commissioners

V. NEW BUSINESS

DISCUSSION

A. Cohort Study of Young Girls' Nutrition, Environment, and Transitions (CYGNET) 4:25 – 4:45 pm

Co-Investigators Dr. Louise Greenspan, Pediatric Endocrinologist at Kaiser Permanente, and Julianna Deardorff, PhD, Associate Professor at UC Berkeley, will provide a presentation on CYGNET.

B. Update on Healthy Mothers Workplace Coalition 4:45 – 5 pm

Director of Healthy Mothers Workplace Coalition and Project Attorney at Legal Aid Society-Employment Law Center Julia Parish will provide an update on the Healthy Mothers Workplace Coalition.

C. San Francisco Police Department Update on Rape Kit Backlogs 5 – 5:15 pm

Captain Michael Connolly will provide an update on rape kit backlogs.

VI. CONSENT AGENDA

ACTION

5:15 – 5:29 pm

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory documents: Resolutions honoring the below-listed organizations and individuals.

Action: To approve the Consent Agenda.

- A. Resolution Recognizing Heather Marlowe, Playwright and Performer of "The Haze"
- B. Resolution Recognizing San Francisco Police Commission President Suzy Loftus
- C. Resolution Recognizing San Francisco Chief Adult Probation Officer Wendy Still on the Occasion of Domestic Violence Awareness Month
- D. Resolution Supporting Assistance to Unaccompanied Immigrant Children
- E. Resolution Recognizing Leadership San Francisco Executive Director Dianne Easton

VII. AGENDA ITEMS FOR FUTURE COMMISSION MEETINGS

DISCUSSION

5:29 – 5:34 pm

Discussion regarding agendas for upcoming meetings.

VIII. GENERAL PUBLIC COMMENT

DISCUSSION

5:34 – 5:44 pm

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

IX. ADJOURNMENT

ACTION

5:44 – 5:45 pm

In honor Domestic Violence Awareness Month, the Commission will adjourn the meeting in memory of the latest domestic violence homicide victims - Mary Freeman, Mary Atchison, Cecilia Lam, Ruby Gim.

Action: To adjourn the meeting.

For questions about the meeting please contact Commission Secretary at 415-252-2570. The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

Sunshine Ordinance Task Force Administrator
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary at 415-252-2570, or dosw@sfgov.org at least 48 hours in advance of the hearing. Late requests will be honored if possible.

DISABILITY ACCESS

Commission meetings are held in Room 408 at City Hall, 1 Dr. Carlton B. Goodlett Place in San Francisco. City Hall is accessible to persons using wheelchairs and other assistive mobility devices. Ramps are available at the Grove, Van Ness and McAllister entrances.

Assistive listening devices, real time captioning, American Sign Language interpreters, readers, large print agendas or other accommodations are available upon request. Please make your requests for accommodations to the Commission Secretary at (415) 252-2570, or dosw@sfgov.org. Requesting accommodations at least 72 hours prior to the meeting will help to ensure availability.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

如對會議有任何疑問，請致電 415-252-2570 查詢。當會議進行時，嚴禁使用手機及任何發聲電子裝置。會議主席可以命令任何使用手機或其他發出聲音裝置的人等離開會議場所。

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會、市參事會、議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (San Francisco Administrative Code Chapter 67) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼：415-554-5163

電子郵件：SOTF@sfgov.org

陽光政策的文件可以通過陽光政策專責小組秘書、三藩市公共圖書館，以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

語言服務

根據語言服務條例 (三藩市行政法典第91章)，中文、西班牙語和/或菲律賓語 (泰加洛語) 傳譯人員在收到要求後將會提供傳譯服務。翻譯版本的會議記錄可在委員會通過後透過要求而提供。其他語言協助在可能的情況下也將可提供。上述的要求，請於會議前最少48小時致電 415-252-2570 或電郵至 dosw@sfgov.org 向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。

殘障通路

委員會會議在三藩市 1 Dr. Carlton B. Goodlett Place 的市政廳408室舉行。市政廳可供使用輪椅或其他助行裝置的人士通行。可供通行的斜坡設在 Grove、Van Ness 及 McAllister 的入口。

輔助聽力儀器、實時字幕、美國手語傳譯員、閱讀器、放大字體的議程或其他便利措施將根據請求而提供。請致電 415-252-2570 或電郵至 dosw@sfgov.org 向委員會秘書 Iris Wong 提出便利措施的請求。相關便利措施的請求，請於會議前最少72小時提出，以協助確保便利措施的提供。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100)，能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號，220室的三藩市道德委員會，電話號碼：415-252-3100，傳真號碼 415-252-3112，網址：sfgov.org/ethics。

Para preguntas acerca de la reunión, por favor contactar el 415-252-2570. El timbrado de y el uso de teléfonos celulares, localizadores de personas, y artículos electrónicos que producen sonidos similares, están prohibidos en esta reunión. Por favor tome en cuenta que el Presidente podría ordenar el retiro de la sala de la reunión a cualquier persona(s) responsable del timbrado o el uso de un teléfono celular, localizador de personas, u otros artículos electrónicos que producen sonidos similares.

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

ACCESO A IDIOMAS

De acuerdo con la Ordenanza de Acceso a Idiomas "Language Access Ordinance" (Capítulo 91 del Código Administrativo de San Francisco "Chapter 91 of the San Francisco Administrative Code") intérpretes de chino, español y/o filipino (tagalo) estarán disponibles de ser requeridos. Las minutas podrán ser traducidas, de ser requeridas, luego de ser aprobadas por la Comisión. La asistencia en idiomas adicionales se tomará en cuenta siempre que sea posible. Para solicitar asistencia con estos servicios favor comunicarse con el Secretario de la Comisión al 415-252-2570, o dosw@sfgov.org por lo menos 48 horas antes de la reunión. Las solicitudes tardías serán consideradas de ser posible.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión se llevan a cabo en la Sala 408 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place en San Francisco. La alcaldía es accesible para personas que utilizan sillas de ruedas y otros aparatos de movilidad asistida. Las rampas para sillas de ruedas se encuentran disponibles en las entradas de las calles Grove, Van Ness y McAllister.

Aparatos de asistencia auditiva, subtítulos en tiempo real, intérpretes de Lenguaje de Señas Americano, lectores, agendas con letra grande y otras acomodaciones están disponibles de ser requeridas. Por favor presente sus solicitudes de acomodación ante la Secretaria de la Comisión Iris Wong al 415-252-2570, o dosw@sfgov.org. Solicitar acomodaciones por lo menos 72 horas antes de la reunión nos ayudará a garantizar la disponibilidad de las mismas.

ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

Kung mayroon kayong mga tanong tungkol sa miting, mangyaring tumawag lang sa 415-252-2570. Ang pagtunog at paggamit ng mga cell phone, mga pager at kagamitang may tunog ay ipinagbabawal sa pulong. Paalala po na maaring palabasin ng Tagapangulo ang sinumang may-ari o responsable sa ingay o tunog na mula sa cell-phone, pager o iba pang gamit na lumilikha ng tunog o ingay.

ALAMIN ANG INYONG MGA KARAPATAN SA ILALIM NG SUNSHINE ORDINANCE

Tungkulin ng Pamahalaan na paglinkuran ang publiko, maabot ito sa patas at medaling maunawaan na paraan. Ang mga komisyon, board, kapulungan at iba pang mga ahensya ng Lungsod at County ay mananatili upang maglingkod sa pamayanan. Tinitiyak ng ordinansa na ang desisyon o pagpapasya ay ginagawa kasama ng mamamayan at ang mga gawaing panglungsod na napagkaisahan ay bukas sa pagsusuri ng publiko. Para sa impormasyon ukol sa inyong karapatan sa ilalim ng Sunshine Ordinance (Kapitulo 67 sa San Francisco Administrative Code) o para mag report sa paglabag sa ordinansa, mangyaring tumawag sa

Administrador ng Sunshine Ordinance Task Force .
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Opisina); 415-554-7854 (Fax)
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Ang mga kopya ng Sunshine Ordinance ay makukuha sa Clerk ng Sunshine Task Force, sa pampublikong aklatan ng San Francisco at sa website ng Lungsod sa www.sfgov.org. Mga kopya at mga dokumentong na nagpapaliwanag sa Ordinance ay makukuha online sa <http://www.sfbos.org/sunshine> o sa kahilingan sa Commission Secretary, sa address sa itaas o sa numero ng telepono. PAG-ACCESS SA WIKA

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Emily M. Murase, PhD
Executive Director

City and County of San Francisco

Department on the Status of Women



Edwin M. Lee
Mayor

EXECUTIVE DIRECTOR'S REPORT

October 22, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. CEDAW Policy Leadership & Outreach

10-21-14 PG# 01 REV#

A. Cities for CEDAW

The Department continues to follow-up with Mayors around the country who voted to approve the Cities for CEDAW resolution at the June US Conference of Mayors in Dallas, Texas, thanks to the strong advocacy of President Nancy Kirshner-Rodriguez. Several cities have also reached out to express their interest in implement local CEDAW Ordinances, including Louisville, KY; Miami, FL; Hilo, HI; and Contra Costa County.

The Department hosted a second webinar on September 23, 2014 with the Campaign's Civil Society Leadership Team. Soon-Young Yoon, Chair of the NGO Committee on the Status of Women, New York, and 2014 CEDAW Human Rights Awardee, visited the Department and spoke at the webinar. Executive Management Assistant Iris Wong also showcased a video she produced about the campaign, featuring women of all ages and ethnicities across the country explaining why they need local CEDAW ordinances. The video can be found on YouTube.com/StatusofWomenSF.

Dr. Yoon will be visiting the Department again on Friday, October 31. She is coordinating an on-line planning meeting for the January 20 Cities for CEDAW conference in Washington, DC. Please contact Ms. Wong if you would like to participate and she can provide registration information for this free meeting.

B. 2014 CEDAW Women's Human Rights Awards Luncheon

The 2014 Luncheon, held on September 22 at the Julia Morgan Ballroom, Merchants Exchange Building, was a success. Many thanks to Commissioners for their support, and Department staff for their tremendous support before, during, and after the event. Many thanks to Commissioner Mary Jung who recruited a new table sponsor this year.

C. Law Class at the University of Law and Political Sciences, Tunisia

On October 17, I was a guest lecturer via Skype for an international law seminar by Professor Ghaid Ghediri who is on the faculty of the University of Law and Political Sciences in Tunis, the capital of Tunisia. Tunisia is a signatory to CEDAW and one of the only Arab countries to have rejected reservations and adopted the Optional Protocol that allows Tunisian individuals and groups to bring complaints of women's rights violations to the Geneva-based CEDAW Committee. The seminar was focused on the San Francisco CEDAW Ordinance and the class exercise was to determine elements of a local ordinance relevant to the context there. Despite the early start time here (6:45 am!), the 90 minute Skype video call was extremely valuable for all participants.

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II. Women in the Workplace

A. Gender Equality Principles

This year, 13 companies participated in the Gender Equality Challenge. Following the initial review by the Gender Equity Council and the Department, Ms. Wong is working with Program Fellow Lynn Murphy to follow-up with companies requesting additional information on gender-specific data. I want to recognize the contributions of Council member and Commissioner Amy Ackerman.

SAVE THE DATE: The Gender Equality Challenge Forum will take place on Friday, January 30, 2015 at the Charles Schwab Center, 211 Main Street.

B. Healthy Mother's Workplace Coalition

The Healthy Mothers Workplace (HMW) Coalition hosted a successful awards ceremony on September 15, 2014, celebrating the 24 winners for Excellence in Maternal Health & Equity. Ms. Wong and Julia Parish, Director of the HMW Coalition and Project Attorney at Legal Aid Society – Employment Law Center, were mistresses of ceremony. Many thanks to Commissioner Ackerman for attending.

Ms. Parish will provide a more thorough presentation today about what the Coalition has learned these past two years, and its future goals.

C. Board of Supervisors Legislation

Supervisor David Chiu has introduced legislation that would provide predictability in work schedules for hourly workers by requiring 2-weeks advance notice of schedules. Supervisor Eric Mar has proposed legislation on a Retail Worker's Bill of Rights that similarly addresses the challenge of hourly workers who, for example, have had shifts cancelled at the last minute, resulting in a loss of income. Supervisor David Campos has introduced legislation that would mandate reporting on pay rates by gender from contractors with City contracts of \$50,000 or more and employs over 20 people. He has also authored legislation to revise a previous ordinance establishing a buffer zone around abortion clinics which recently became subject to legal challenge. Policy Fellow Elizabeth Newman and I are monitoring these proposals.

III. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

We are in the final year of our current funding cycle and our funded Violence Against Women Partner Agencies continue to provide comprehensive violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. The funding allocation for FY2014-2015 is \$4.7M.

1. VAW Prevention and Intervention Grants Program – Request for Proposals for FY 2015-2018

As you know, we have issued a competitive Request for Proposal (RFP) for the Violence Against Women Prevention and Intervention Grants Program for the next three-year funding cycle. The RFP continues to prioritize violence against women prevention and intervention services, focusing on domestic violence, sexual assault and human trafficking efforts. The RFP was released on September 18 and completed applications are due no later than 12 noon on Friday, October 24, at the Department office. After applications are screened to ensure they meet the minimum qualifications, they will be sent to an expert Review Panel. Review Panel members are asked to independently review and score each application and

then attend an in-person Review Panel Meeting to discuss and come to consensus. Review Panel meetings will be held during the weeks of November 10 and November 17. Once final, Review Panel Recommendations for funding are then sent to the Funding Committee for consideration. The Funding Committee will meet the week of November 24 and will make final funding recommendations to be presented to the Commission on the Status of Women at the December meeting. The Commission will be asked to vote on the funding recommendations at the December 10, 2014 Commission meeting. The successful applications will be funded for the Department's next three-year grant cycle, beginning July 1, 2015.

2. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

The Citywide Monitoring Committee is underway for the current fiscal year, and met in early October to identify and assign responsibility for shared non-profits that will undergo fiscal compliance monitoring during FY 2014-2015. Approximately 144 non-profit contractors will undergo either a self-assessment or site visit as part of the Citywide Nonprofit and Fiscal Compliance Monitoring Project this year. Associate Director Carol Sacco represents the Department on the Steering Committee and will participate in the monitoring of a number of shared non-profit contractors. Citywide monitoring of non-profits will begin in January and should be completed by March. She will be the lead monitor for the following organizations: Arab Cultural and Community Center, Justice and Diversity Center – SF Bar Association, La Casa de las Madres, Mujeres Unidas y Activas, and Asian Pacific Legal Islander Legal Outreach.

The goals of the Citywide Non-Profit Fiscal and Compliance Monitoring Committee are in-part, to improve the quality and consistency of the City's fiscal and compliance monitoring of non-profits by standardizing procedures across departments and the decrease the administrative work and eliminate duplication of efforts for both non-profits and City departments.

3. Mary Elizabeth Inn Centennial

On October 3, Vice President Shorter served as the emcee for the Centennial Gala of the Mary Elizabeth Inn. I attended the event to congratulate Executive Director Dion Roberts, a former member of the Justice & Courage Oversight Panel. The Inn provides critical transitional housing for survivors of domestic violence.

B. Domestic Violence

1. Domestic Violence & Workplace Policy

The Human Resources Department will be distributing a brochure on Domestic Violence and the Workplace to all 29,000 city employees this October, in connection with Domestic Violence Awareness Month. Brochures will be sent out electronically and also distributed in hard copy to employees without e-mail. Special thanks go to Director of Women's Policy Minouche Kandel for shepherding this process which began over 2 years ago with a meeting that Vice President Shorter, Executive Director of the Domestic Violence Consortium Beverly Upton, and I had a meeting with Department of Human Resources Director Micki Callahan to discuss the lack of a city-wide workplace policy on domestic violence. While the brochure is an important resource, we continue to pursue the adoption of a formal policy. Special thanks to Supervisor Eric Mar who passed legislation a year ago to mandate the employee brochure.

2. Justice and Courage Final Report & Domestic Violence Awareness Month Kick Off

On October 1, 2014, the Department published the *Final Evaluation of the Justice & Courage Oversight Panel on Domestic Violence Policy Reform in San Francisco*, and helped kick off Domestic Violence

Awareness Month with the Mayor and other elected and government officials at City Hall, which was once again lit purple.

Ms. Kandel and Ms. Upton will be presenting on the Justice & Courage Project on Domestic Violence Policy Reform in San Francisco at the March 2015 Futures Without Violence Conference on Health Care & Domestic Violence in Washington D.C.

3. Domestic Violence Awareness Month – October Annual Cell Phone Drive

The Department is coordinating the 7th Annual Cell Phone Drive for City departments and employees during the month of October and has again partnered with the Department of the Environment – Virtual Warehouse Program. As part of Domestic Violence Awareness Month we are asking individuals to “Recycle a Cell Phone and Help Someone in Need” through the annual cell phone drive. Last October the Department collected 197 cell phones for recycling. Cell phones and accessories that are in good working order are refurbished and donated back to local non-profits where phones are distributed to individuals escaping domestic violence, and cell phones that cannot be refurbished are sent to a recycling facility where reusable materials, such as nickel, iron, cadmium, lead and cobalt are reclaimed. Donations are not tax-deductible, but serve a dual purpose of decreasing toxic waste in the environment and helping someone in need. I want to recognize Associate Director Carol Sacco for her leadership in this campaign since its inception 7 years ago.

4. Domestic Violence General Orders of the San Francisco Police Department

On October 8, under the leadership of President Suzy Loftus, the Police Commission unanimously adopted two domestic violence related General Orders. The first is a landmark policy that prohibits the Police Department from hiring anyone who is convicted of domestic violence and institutionalizes a protocol for handling officer-involved domestic violence. I want to recognize the tireless efforts of Domestic Violence Consortium Executive Director Beverly Upton for championing this new policy for over 2 years. The second General Order updated the existing policy on domestic violence response by expanding access for limited English Proficient crime victims and defining a protocol for responding to domestic violence where children are present. While concerns remain over the chilling effect referrals to Child Protective Services may have on mothers needing to report domestic violence, President Loftus has assured the community that the General Order could be adjusted in the future. Many thanks to Vice President Shorter, Chair of the Justice & Courage Oversight Panel, for testifying before the Police Commission.

5. Domestic Violence & Housing

Resulting from a recommendation of the Justice & Courage Housing Committee, the city allocated \$110,000 to go towards domestic violence advocates to be situated at the San Francisco Housing Authority. The contract was awarded to La Casa de las Madres, who will fund 1.5 FTE staff to provide services to applicants and residents at the Housing Authority. Special thanks to the leadership of Mayor Ed Lee, Budget Director Kate Howard, and Supervisor Malia Cohen who made this staffing a priority in the budgeting process.

C. Human Trafficking

Resulting from the Sex Worker & Human Trafficking Committee of the Mayor’s Task Force on Anti-Human Trafficking, Ms. Kandel helped to coordinate meetings on August 29, 2014 and September 29, 2014 with sex worker rights advocates, sexual assault prevention advocates, and the San Francisco Police Department and District Attorney’s office to discuss what can be done to create a climate where sex workers feel safe reporting violent crimes against them. The District Attorney’s office is considering some kind of immunity policy, which would protect sex workers who report a violent crime from being prosecuted for prostitution

they may have been engaged in when the violent crime occurred. The Sex Worker & Human Trafficking Committee is also exploring other practices that might support sex workers who are victimized, such as a "bad date" hotline, having advocates to support them in making reports and understanding their rights, or a public education campaign that emphasizes that violence against sex workers will not be tolerated.

The Department chaired meetings of the Mayor's Task Force on Anti-Human Trafficking full task force on August 27, 2014; of the Child Sex Trafficking Committee on September 10, 2014; of the Super Bowl Committee on September 18, 2014; of the Massage Parlor Committee on September 19, 2014; and of the Sex Worker & Trafficking committee on October 6, 2014.

Ms. Kandel also participated in a regional anti-trafficking planning meeting for the Super Bowl in San Jose on October 2, 2014.

On September 10, 2014, Ms. Kandel presented on Child Sex Trafficking to the members of the San Francisco Juvenile Justice Coordinating Council. On September 19, 2014, Ms. Kandel presented on sex trafficking to 15 graduate students in a class at the University of San Francisco's School of Education. Joined by Helen Liang of UNICEF, Director Murase spoke to the sophomore class at Convent of the Sacred Heart High School about human trafficking on October 9.

Ms. Kandel has also been helping with the transition of human trafficking services due to the lay-offs of staff at the Stand Against Global Exploitation (SAGE) Project. Vice President Andrea Shorter, Ms. Kandel, and I met with key leaders to problem solve around the status of the SAGE Project.

D. Family Violence Council

On September 3, 2014, at the Family Violence Council meeting, each participating agency was asked to make one recommendation to which they would commit for the upcoming year, to address as aspect of family violence. The recommendations will be included in the *Family Violence Council Report for 2011-2012 and 2012-2013*, which will be finalized at the November Family Violence Council meeting.

On September 26, 2014, Ms. Kandel participated in a meeting of the Justice & Courage committee of the Family Violence Council, which is assuming the remaining work of the Justice & Courage Oversight Panel.

E. Annual Combined Charities Campaign

October is the City's Annual Combined Charities Campaign and it's a great way to participate and provide financial support to our local communities! The "Heart of the City" campaign runs through the month of October, and it provides a coordinated effort that City employees can easily participate in and make a charitable contribution to non-profit organizations of their choice. The City-wide goal this year is to raise \$1.5M dollars for non-profits working day-in, day-out in our communities, and to see an increase in employee participation. Last year the campaign rose just over \$1.25M. As of week one the Citywide Campaign raised \$374,000 – this is almost \$46,000 ahead of where we were last year at this time!! And employee participation is up too, 5.1% compared to 4% last year at this time. I want to express a huge thank you to staff, the "early birds," who have already contributed. Please speak with Ms. Sacco to participate, as she is coordinating the Department and Commission's efforts as she has done expertly for many years. She is happy to accept your donation at the Commission meeting! We are seeking the elusive 100% participation level for the Commission and Department.

IV. Outreach

A. Women Rule: Cracking the Code

Ms. Wong and Ms. Murphy attended POLITICO's "Women Rule: Cracking the Code" event, which discussed how women can work in technologies field. Sponsored by Google and the Tory Burch Foundation, the event was well attended, including Oakland Mayor Jean Quan, University of California System President Janet Napolitano, Former Governor of Michigan Jennifer Granholm, and others.

The program included two panels: "Rules of the Road: How Can Women Enhance Their Chances of Being Seen and Heard in Tech?" and "Changing Course: Fostering a New Culture for Women in Tech." Participants also had time to discuss amongst their tables about issues surrounding women in the workplace and what are the best solutions.

Ms. Wong connected with POLITICO Pro Senior Vice President of Business Development Miki King, and discussed with her ways that POLITICO and the Department can collaborate together at the Gender Equality Challenge Forum in January.

B. Accelerate for Women and Girls

On October 7, Program Fellow Lynn Murphy and I attended the steering committee meeting of this new organization designed to serve as a central hub for other women-serving organizations, hosted at the Global Fund for Women. The steering committee agreed to co-sponsor the local January 20 satellite event connected to the Cities for CEDAW meeting in Washington, DC. Another steering committee member Betsy McKinney is organizing a national women's conference on May 1 - 3 in Baltimore. I hope Commissioners will consider attending. More information to come.

C. Senator Mark Leno's Young Women Conference

On October 17, President Kirshner-Rodriguez and Ms. Wong attended Senator Mark Leno's 11th Annual Young Women's Conference at the California State Building and spoke at a panel titled "Ignite your ROAR: Engage in Government." President Kirshner-Rodriguez and Ms. Wong spoke with young women about the importance of engaging with government to make their voices heard, and encouraged them to reach out to the Department, Youth Commission, and other city agencies.

V. Department Budget & Administration

A. November Commission Retreat

Please be sure to make every effort to attend the November 21 Planning Retreat. We will be reviewing the Strategic Plan and determining the departments to undergo gender analysis in the coming year. Thanks to President Kirshner-Rodriguez, we have secured Beryl Michaels to be the retreat facilitator. She is a Principal with the Sacramento-based Jaybee Consultants and specialized in organizational assessments for nonprofits and small businesses as well as coaching for Executive Directors and Board Presidents of nonprofits. I have asked Beryl to connect with each of the Commissioners in advance of the Planning Retreat. Ms. Wong will be scheduling these phone appointments with you. Also we will be sending to you drafts of the Strategic Plan seeking areas that you would like to discuss so that we can put together a realistic agenda in advance. The day will conclude with a closed session to discuss my performance evaluation. We will be forwarding you documents related to the retreat in the coming weeks.

B. Budget

The Department will be carrying forward surplus funds to support one-time expenses related to the VAW Grants Program.

C. Staffing

PAWBAC Fellow Jeddie Kawahatsu left the Department in September as she was offered paid employment elsewhere. We wish her the best of luck in her new pursuits.

We welcome Public Policy Fellow Elizabeth Newman, who joined us last week. She will work closely with President Kirshner-Rodriguez, Ms. Wong, and me on the Cities for CEDAW Campaign. She received her Masters of Public Policy from University of Southern California last May, and her practicum analyzed implementation of women in US combat for the regional office of the U.S. General Accounting Office.

Later this month, Senior Policy Advisor Andrea Evans will conclude her tenure in the part-time position at the Department. We thank her very much for her many contributions toward advancing the Cities for CEDAW work. Her departure also allows us to begin the hiring process for a full time Legislative Director, who will work with the Board of Supervisors and the Mayor's Office to provide a gendered lens on proposed legislations, and also work on the Cities for CEDAW Campaign.

VI. Calendar

Events organized by the Commission and Department are in italics. Events are in San Francisco unless otherwise noted.

<i>Fri, Oct 24</i>	<i>Violence Against Women Prevention & Intervention Grant Applications due, 12 pm</i>
<i>Wed, Nov. 19</i>	<i>Family Violence Council, 3 – 5 pm, 400 McAllister Street, Room 617</i>
<i>Fri, Nov 21</i>	<i>Commission Strategic Planning Session, 9 – 3 pm, Duane Morris LLP, Spear Tower, 1 Market Plaza, Suite 2200 ***Note special time and location***</i>
<i>Wed, Dec 3</i>	<i>SFCAHT Labor Trafficking Conference, 9 am – 5 pm, State Building, Milton Marks Conference Center</i>
<i>Wed, Dec 10</i>	<i>Commission Meeting, 4 – 6 pm, City Hall Room 263 ***Note special time and location***</i>
<i>Tue, Jan 20</i>	<i>Cities for CEDAW National Virtual Conference</i>
<i>Fri, Jan 30</i>	<i>Gender Equality Principles Forum, 9 – 2 pm, Charles Schwab, 211 Main Street</i>

OCT 21 2014

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*San Francisco Commission on the Status of Women
Resolution Recognizing Heather Marlowe*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Heather Marlowe bravely wrote and performed the salient and gripping one-woman play "The Haze" at the American Conservatory Theater to share with a wide audience the extremely painful experience of her rape in 2010 and the two years she waited for her sexual assault evidence collection kit to be processed so that her case could move forward and she could finally find healing and justice; and,

WHEREAS, She used the stage as a platform for change by ending each performance of "The Haze" by asking the audience to write to the San Francisco Police Department to advocate for urgency in the proper handling of rape investigations; and, she courageously spoke before the San Francisco Police Commission to advocate for change in the system to process rape kits; and, her activism contributed to a new San Francisco Police Department protocol starting in January 2015 to send all new rape kits to crime labs within 72 hours as well as process all backlogged rape kits dating back 10 years by mid-2015; and,

WHEREAS, In addition, the focus on rape kit backlogs generated by Ms. Marlowe and other advocates has precipitated a state-wide response; on September 30, 2014, Governor Jerry Brown signed groundbreaking legislation introduced by Assemblymember Nancy Skinner of the East Bay that requires 1) hospitals to submit rape kits to forensic labs within five days of collecting the DNA evidence from a sexual assault victim, 2) law enforcement agencies 20 days to do so, and 3) a forensic lab 120 days to process the rape kit, representing a fundamental change in the way rape kits are handled;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation of Heather Marlowe for her extraordinary bravery and leadership to share her story, promote healing for all survivors of sexual assault, and advocate for justice through systemic reform.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
October 22, 2014*



*San Francisco Commission on the Status of Women
Resolution Recognizing Police Commission President Suzy Loftus*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Ms. Loftus, a native San Franciscan, has been a champion of justice in the community through her work as Assistant District Attorney and Chief of Policy at the San Francisco District Attorney's Office; her tireless focus on prosecution of domestic violence, elder abuse, and firearms cases led to her appointment as Special Assistant Attorney General to the California Department of Justice where she launched the Attorney General's human trafficking initiative; and she now serves as the Assistant Director of the Division of Law Enforcement for the California Department of Justice, overseeing the state's forensic and digital evidence collection and analysis; and,

WHEREAS, Ms. Loftus was elected the President of the San Francisco Police Commission on September 3, 2014 and has already established improving the Police Department's response to violence against women and children as a top priority, shepherding for over 2 years the development of a landmark policy that prohibits the Police Department from hiring those convicted of domestic violence, and codifies the handling of officer-involved cases of domestic violence; and,

WHEREAS, Ms. Loftus was honored with the James Irvine Leadership Award for California for her commitment to ending cycles of violence in the Bayview Hunter's Point neighborhood through the founding of the Center for Youth Wellness and her leadership as the Chief Operating Officer; and, was invaluable to this innovative non-profit working to heal children suffering from the impacts of violence and adversity;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation of Suzy Loftus for her extraordinary commitment to improving public safety for survivors of abuse and communities affected by violence, congratulates her as the newest President of the San Francisco Police Commission, and wishes her continued success.

Nancy Kirshner-Rodríguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo



*San Francisco Commission on the Status of Women
Resolution Recognizing Wendy Still on the Occasion of
Domestic Violence Awareness Month*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Wendy Still, a Peace Officer and Criminologist, has worked tirelessly to promote a gender responsive approach to reducing recidivism among California's offenders and parolees throughout her 26 year career at Adult and Community Corrections for the State of California; during her time working at the state level, she held key positions that focused on women, including the Governor-appointed Associate Director – Female Offender Programs & Services, and the Prison Rape Elimination Act Executive Project Director; and, her specialization and expertise has led to her appointment as a Board Member of the California Senate State Prisons Rehabilitation Oversight Board; and,

WHEREAS, During her tenure as Chief Adult Probation Officer of the City and County of San Francisco since 2010, Chief Still has contributed greatly to the work of the Department on the Status of Women and the Justice & Courage Project as an unparalleled leader in domestic violence policy reforms; in particular, she has championed innovative initiatives to evaluate all batterer's intervention programs and require a certification for these programs; and she engaged the community by implementing domestic violence training for adult probation officers facilitated by advocates from community based organizations; and,

WHEREAS, October marks Domestic Violence Awareness Month and provides an opportunity to recognize key leaders in the effort to eliminate domestic violence from San Francisco; and, as she approaches retirement, Chief Still is leaving an important legacy of gender responsive, trauma informed offender and community rehabilitation programs that drive toward successful rehabilitation and reentry thus reducing further victimization and intergenerational incarceration and will benefit individuals for years to come;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women, on the occasion of Domestic Violence Awareness Month, expresses its deepest appreciation of Chief Wendy Still for her extraordinary contributions to gender responsive strategies in a criminal justice context and offers its best wishes upon her retirement.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
October 22, 2014*



*San Francisco Commission on the Status of Women Resolution
Supporting Assistance to Unaccompanied Immigrant Children*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, The number of unaccompanied children seeking refuge in the United States increased by nearly threefold over the past three years to an unprecedented 68,000 children this fiscal year; and,

WHEREAS, During their dangerous journey to the United States many children become victims of trafficking, sexual abuse, and violence; and,

WHEREAS, More girls are migrating than in previous years because of regional increases in gender-based violence; and,

WHEREAS, The San Francisco Bay Area is home to a large and vibrant Central American community and has a longstanding history of supporting the advancement of human rights throughout Central America, evidenced by the important role it played during the Sanctuary Movement of the 1980's when San Francisco provided a safe-haven for Central American refugees fleeing civil conflict; and,

WHEREAS, Since the passage of the Sanctuary Ordinance in 1989, San Francisco has held the distinction of being a "Sanctuary City" providing equal access to public services and civil protections without regard to an individual's immigration status; and,

WHEREAS, An estimated 2,128 families or children in San Francisco will be referred to the San Francisco Immigration Court and be in need of legal representation this year;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women joins the Board of Supervisors in calling for support and assistance to unaccompanied immigrant children.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

San Francisco Commission on the Status of Women

October 22, 2014



*San Francisco Commission on the Status of Women
Resolution Recognizing Dianne Easton of Leadership San Francisco*

BE IT KNOWN That the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:

WHEREAS, Dianne Easton, a woman devoted to improving the quality of life throughout San Francisco, has spent the last 24 years instilling this same aspiration into San Francisco's network of leaders as the Executive Director of Leadership San Francisco, a non-profit organization sponsored by the San Francisco Chamber of Commerce that annually trains over 50 emerging community leaders to effectively address community issues and commit to promoting the city's well-being; and,

WHEREAS, Under Ms. Easton's guidance, Leadership San Francisco has fostered a diverse and influential network of approximately 2,100 San Francisco leaders including some of the city's most distinguished women leaders such as Fire Chief Joanne Hayes-White, as well as Department on the Status of Women staff including Executive Director Emily Murase, Associate Director Carol Sacco, and Policy Director Minouche Kandell; and,

WHEREAS, Ms. Easton is fourth generation San Franciscan-born woman whose love and support for San Francisco has guided her diverse work as the chair of the board of directors of the Children's Home Society of California, Council of Advisors; was the 2012 Honoree for the San Francisco Museum and Historical Society; and is a lifelong advocate seeking to transform legislative and community actions to improve the well-being of children and families;

NOW THEREFORE BE IT RESOLVED That the San Francisco Commission on the Status of Women expresses its deepest appreciation to Dianne Easton for her extraordinary and tireless efforts to advance stewardship among San Francisco's most promising leaders through the Leadership San Francisco program, and for her personal efforts to promote a better world for the children and families of the San Francisco Bay Area.

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman

Alicia Gamez

Mary Jung

Julie D. Soo

*San Francisco Commission on the Status of Women
October 22, 2014*



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Wednesday, October 22, 2014

4 – 6 pm

City Hall, Room 408

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Members Present

President Nancy Kirshner-Rodriguez
Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Mary Jung
Commissioner Julie D. Soo

Staff Present

Executive Director Emily Murase, PhD
Associate Director Carol Sacco
Director of Women's Policy Minouche Kandel
Senior Policy Advisor Andrea Evans
Executive Management Assistant Iris Wong
Policy Fellows Allison Ipsen & Elizabeth Newman

I. CALL TO ORDER/ AGENDA CHANGES

President Nancy Kirshner-Rodriguez called the meeting to order at 4:09pm. She remarked that she is disappointed by the resolution put forward by Supervisor Jane Kim on death review panel.

President Kirshner-Rodriguez noted that Police Commission President Suzy Loftus and presenters Captain Michael Connolly and Captain Teresa Gracie will have to leave early because of the Police Commission meeting later in the evening. She proposed approving the agenda with understanding that the presentation on Rape Kit Backlog and resolution for President Loftus will be taken out of order.

Action: To approve the meeting agenda as proposed. m/s/c (Ackerman/Gamez/unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from August 21 and September 16, 2014.

m/s/c (Ackerman/Shorter/unanimous)

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioner to her written report. Below are the highlights.

1. CEDAW Women's Human Rights Awards Luncheon

Dr. Murase thanked Commissioners and staff for their support before, during, and after the event, which ensured the success of the luncheon.

2. Violence Against Women (VAW) Prevention & Intervention Grant Program

The VAW Grant program is underway. The deadline to apply is Friday, October 24, at noon.

3. **Domestic Violence & Workplace Policy**

Director of Women's Policy Minouche Kandel has designed a brochure about domestic violence in the workplace, which will be distributed through the Human Resources Department to all 29,000 City & County employees this October.

4. **Domestic Violence Awareness Month - October Annual Cell Phone Drive**

Associate Director Carol Sacco is coordinating the 7th annual cell phone drive to support victims of domestic violence. San Francisco Police Department Special Victims Unit and Partner Agencies give these phones to victims of crime.

5. **Annual Combined Charities Campaign**

The "Heart of the City" Campaign runs through the month of October and is a great way to provide financial support to local communities. Staff participation is at 100%, and we hope to have 100% participation by commissioners as well.

Commissioner Soo arrived at 4:18 pm.

IV. Resolution Recognizing San Francisco Police Commission President Suzy Loftus

Vice President Shorter introduced President Loftus. She stated that President Loftus has been a champion in many levels, and thanked her for her leadership at chief of policy, attorney general's office.

President Loftus thanked Commission for its recognition and its leadership in women's issues, as well as Dr. Murase for the Department's partnership.

Action: To approve resolution.

m/s/c (Soo/Gamez/Unanimous)

Commissioner Jung arrived at 4:23 pm.

V. NEW BUSINESS

A. San Francisco Police Department Update on Rape Kit Backlogs

Commanding Officer of Forensic Services Division Captain Michael Connolly and Commanding Officer of Special Victims Unit Captain Teresa Gracie provided an update on rape kit backlogs. Below are some highlights.

- Of 1908 kits dating from 2003, 753 have been identified as needing to be tested. The oldest kits were sent out to be tested first.
- As of October 20, 2014, 342 kits remain to be sent for testing. All kits will be sent out for testing by mid-November of 2014.
- The testing turnaround time is 60 – 90 days depending on the complexity of case.
- As a result of the new state mandate, every kit is tested regardless of whether the victim wants to pursue the case or not or not. Starting in January 2015, any rape kit that comes in will be sent out to be tested within 20 days. Captain Connolly acknowledged that it will be a difficult process, but the Forensic Services Division is committed to fulfilling the deadline.

- Regarding communication with victims, San Francisco Police Department Lieutenant Mike Duderoff stated that since 2004, victims were asked if they want to pursue a case when evidence is found in their rape kits. If there is no evidence, there is no communication with victims.

B. Cohort Study of Young Girls' Nutrition, Environment, and Transitions (CYGNET)

Co-Investigators Dr. Louise Greenspan, Pediatric Endocrinologist at Kaiser Permanente, Julianna Dearthoff, PhD, Associate Professor at UC Berkeley, and Larry Kushi, ScD, Kaiser Permanente, provided a presentation on CYGNET. Below are the highlights.

- This national study looks at early onset of puberty. Data is collected from hospitals in three different states: San Francisco Kaiser Permanente; Cincinnati Children's Hospital; and Mount Sinai School of Medicine.
- Puberty is generally starting earlier for girls, but there is an ethnic difference. At 7 years old, 25% of African American girls had breast budding. For black girl, the average age for breast budding is 8.8 years old.
- There are a number of factors contributing to the early onset of puberty, with obesity as one of the major contributors. One of the goals in this study is to determine the effects of a combination of these factors.
- Health education around pubertal development needs to start earlier. Based on the data from this study the researchers recommend starting around fourth grade.
- Breast feeding protects against early onset of puberty. But mothers who have higher gestational diabetes increases the likelihood of their children developing diabetes as well.

Discussion focused on the effects of antibiotics, GMO products and soy products. Commissioners expressed interest in incorporating the results of this study in the next *Report on Girls in San Francisco*.

C. Resolution Recognizing San Francisco Chief Adult Probation Officer Wendy Still on the Occasion of Domestic Violence Awareness Month

Action: To approve the resolution.

m/s/c (Soo/Gamez/Unanimous)

Through the 12 years of the Justice and Courage Oversight Panel, Adult Probation has improved the most because of Chief Wendy Still's leadership. Chief Still will retire at the end of the year.

Chief Still thanked Commission for its recognition. She also thanked Domestic Violence Consortium (DVC) Executive Director Beverly Upton, Adult Probation Director of Community Restoration and Government Affairs Sunny Schwartz, and Reentry Division Director Jennifer Scaife for their work. Chief Still then recognized her mother and sisters and stated that they have influenced her most.

Public Comment:

- Ms. Upton stated that Chief Still brings a level of commitment to excellence that is unprecedented.

D. Update on Healthy Mothers Workplace Coalition

Director of Healthy Mothers Workplace Coalition and Project Attorney at Legal Aid Society-Employment Law Center Julia Parish provided an update on the Healthy Mothers Workplace Coalition. Below are the highlights.

2. The Healthy Mothers Workplace Coalition is a collaboration of non-profit organizations, government agencies, and employers, created to improve the working conditions and health of new parents.
3. Last year, the Coalition hosted the inaugural San Francisco Healthy Mothers Workplace Awards, there were 18 winners. The awards have three levels: bronze, silver, and gold. The bronze criteria are fulfilled by complying with federally mandated policies.
4. This year, there were 24 awardees, including 13 that reapplied last year. Three of the employers improved their policies enough to move up a level.
5. Because of these two years of awards, 10,000 employees have been positively impacted.

Discussion focused on funding for the program, because the current funding source has been cancelled, but Coalition members are committed to the program.

Ms. Parish thanked the Department and Commission for their continuous support these past two years.

VI. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

m/s/c (Soo/Ackerman/Unanimous)

A. Public Comment

1. Resolution Recognizing Heather Marlowe, Playwright and Performer of "The Haze"

Heather Marlowe thanked Commission for its recognition. She looks forward to working with Police Commission President Loftus and Ms. Upton to remove the state statute that limits process of rape kits. She informed the Commission that "The Haze" will move to Berkeley Rep to help address the 1300 rape kit backlog in Oakland.

Commissioners thanked Ms. Marlowe for her leadership and her commitment to create positive change.

2. Resolution Supporting Assistance to Unaccompanied Immigrant Children

Commissioner Soo thanked Yali Lincroft, Program Officer for the Walter S. Johnson Foundation, for bringing this issue to her attention. She stated that Board of Supervisors and California Attorney General Kamala Harris are considering policies on where these children are placed once they arrive in the US.

3. Resolution Recognizing Leadership San Francisco (LSF) Executive Director Dianne Easton

Ms. Easton thanked Commission for its recognition and is honored to represent LSF and San Francisco business leaders.

Kevin Carroll, Executive Director of San Francisco Hotel Council thanked Ms. Easton for her leadership. He stated that she connects people with her networks, and taught him how things happen in San Francisco.

Dr. Murase acknowledged Ms. Easton and Leadership San Francisco for providing the Department with contacts in the private sector as it began the Gender Equality Principles Initiative, which contributed to the success of the program.

VII. AGENDA ITEMS FOR FUTURE COMMISSION MEETINGS

Commissioner Gamez stated she would like to discuss the issue of young families being panhandled in downtown San Francisco.

VIII. COMMISSIONER REPORTS

A. Justice and Courage Oversight Panel

Vice-President Shorter noted that it is nearing the end of Domestic Violence Awareness Month. The Police Commission unanimously adopted two revised general orders for domestic violence and member-involved domestic violence.

B. Human Trafficking

Commissioner Soo noted that planning for the December 3 Labor Trafficking Conference is underway. San Francisco Collaborative Against Human Trafficking is also working with the Department to collaborate with the Hotel Council, Superbowl Committee, and Chamber of Commerce to address human trafficking and Superbowl 2016.

C. General Commission Business

1. Strategic Planning Retreat

President Kirshner-Rodriguez stated she looks forward to the November 21 Strategic Planning retreat. She asked Commissioners to schedule time to speak with facilitator, Beryl Michaels.

2. Equal Pay Legislation

Commissioner Ackerman stated that the Commission has a role in generating feedback for the Equal Pay Legislation sponsored by Supervisor David Campos. Other Commissioners agreed, and a special meeting will be scheduled in the next two weeks.

Commissioners also expressed interest in setting up policy or legislative committee to respond to proposed legislations during the Strategic Planning retreat.

Commissioner Jung departed at 6:15 pm.

IX. GENERAL PUBLIC COMMENT

1. Iris Fluellen, Development Director of Alive & Free – Omega Boys Club, introduced the program to Commissioners, and distributed its 2013 Annual Report. She invited Commissioners to come to meetings on Tuesdays evenings.
2. Roberta Guise, Public Policy Co-Chair of American Association of University Women (AAUW) – San Francisco Branch, recognized Executive Management Assistant Iris Wong for her presentation on the Gender Equality Principles Initiative at the Cities for CEDAW webinar earlier today, and stated that AAUW is interested in participating in the campaign.

Commissioner Ackerman departed at 6:20 pm.

X. ADJOURNMENT

In honor of Domestic Violence Awareness Month, President Kirshner-Rodriguez adjourned the meeting in memory of the latest domestic violence homicide victims - Mary Freeman, Mary Atchison, Cecilia Lam, Ruby Gim. She also noted that it is also the anniversary of Claire Joyce Tempongko's death.

Additionally, Commissioner Soo proposed adjourning the meeting in memory of Sumi Sevilla Haru, who passed away at age 75, who was the first Asian Pacific Islander woman to serve as National President of American Federal of Labor and Congress of Industrial Organizations, and co-founded the Association of Asian Pacific American Artists.

Action: To adjourn the meeting.

m/s/c (Soo/Shorter/unanimous)

Meeting was adjourned at 6:21 pm.



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

SPECIAL COMMISSION MEETING AGENDA

Wednesday, November 12, 2014

4 – 5:30 pm

City Hall, Room 416

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Nancy Kirshner-Rodriguez
Commissioner Amy Ackerman
Commissioner Julie D. Soo

Vice President Andrea Shorter
Commissioner Alicia Gamez

Excused:

Commissioner Mary Jung

Total Estimated Meeting Time: 1 hour 30 minutes

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

4 – 4:05 pm

Remarks by President Nancy Kirshner-Rodriguez.

Action: To approve the meeting agenda.

II. EQUAL PAY LEGISLATION

DISCUSSION

4:05 – 5:15 pm

Commissioners will review the Equal Pay Legislation currently under the Board of Supervisors' review.

III. GENERAL PUBLIC COMMENT

DISCUSSION

5:15 – 5:29 pm

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

IV. ADJOURNMENT

ACTION

5:29 – 5:30 pm

Adjourn the meeting.

Action: To adjourn the meeting.

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Sunshine Ordinance Task Force Administrator
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

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陽光政策 專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼: 415-554-7724 ; 傳真號碼 415-554-5163
電子郵件: SOTF@sfgov.org

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輔助聽力儀器、實時字幕、美國手語傳譯員、閱讀器、放大字體的議程或其他便利措施將根據請求而提供。請致電 415-252-2570 或電郵至 dosw@sfgov.org 向委員會秘書 Iris Wong 提出便利措施的請求。相關便利措施的請求，請於會議前最少72小時提出，以協助確保便利措施的提供。

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

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Administrador ng Sunshine Ordinance Task Force .
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415-554-7724 (Opisina); 415-554-7854 (Fax)
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Ang mga gadyet na tumutulong sa pagdinig, pagsalin sa sariling wika habang nagaganap ang pagpupulong (real-time captioning), tagapagsalin sa American Sign Language, tagapagbasa, mga agenda na mababasa gamit ang malalaking letra at iba pang mga pangangailangan ay maaring hilingin. Para humingi ng tulong, mangyaring tumawag sa Sekretarya ng Komisyon kay Iris Wong sa 415-252-2570 o sa dosw@sfgov.org. Mangyari lamang ipaabot ang inyong kahilingan sa loob ng 72 oras bago maganap ang pulong upang makasiguro sa kagamitang kailangan sa pulong.

Ordinansa sa Pagla-lobi

Ayon sa San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100], ang mga indibidwal o mga entity na nag-iimpluensiya o sumusubok na mag-iimpluensiya sa mga lokal na pambatasan o administrative na aksyon ay maaring kailangan mag-register o mag-report ng aktibidad ng lobbying. Para sa karagdagan na impormasyon tungkol sa Lobbyist Ordinance, mangyaring tumawag sa San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

LEGISLATIVE DIGEST

[Administrative Code - Requiring City Contractors to Submit Equal Pay Report; Creating Equal Pay Advisory Board]

Ordinance amending the Administrative Code to require certain City contractors and subcontractors with 20 or more employees to submit an Equal Pay Report regarding compensation paid to employees; and establishing the Equal Pay Advisory Board to analyze and recommend the best methods of data collection that will identify wage gaps, and setting forth the membership and duties of the Advisory Board.

Existing Law

There is no law that requires City contractors or subcontractors to affirmatively provide the City with a report that provides information on its employees' compensation identified by sex and race.

Amendments to Current Law

This legislation will require City contractors and subcontractors to annually submit an Equal Pay Report that provides information on compensation paid to employees identified by sex, race, sex and race, and data points the Human Rights Commission has adopted by regulation. Relevant data points may include but are not limited to employees' education, years of work experience, specialized skills, and any other factor that would aid in the analysis of wage disparities. The Human Rights Commission may use the information contained in the Equal Pay Report as an investigative tool to investigate wage disparities based on race and gender.

This legislation also creates the Equal Pay Advisory Board for the purposes of analyzing and recommending the best method or methods of data collection that will identify wage gaps between men and women of the same or different races and among members of different races. The Advisory Board will also analyze and recommend data points that will aid in the analysis of wage disparities. The Advisory Board shall make its recommendations to the Human Rights Commission.

On October 23, 2014, the Neighborhood Services and Safety Committee amended this legislation to 1) clarify that the Equal Pay Report is an annual submittal for all contractors and subcontractors; and 2) add qualifications to the Equal Pay Advisory Board members.

On October 28, 2014, the Board of Supervisors amended this legislation to protect from disclosure any information contained in the Equal Pay Report that qualifies as proprietary financial data or trade secret and to clarify the qualifications for Seat 7 on the Advisory Board.

AMENDED IN BOARD
10/28/14

FILE NO. 141001

Background Information

Currently, City contractors and subcontracts are prohibited from discriminating against any employee, City and County employee working with such contractor or subcontractor, or applicant for employment with such contractor subcontractor on the basis of fact or perception of that person's race, color, religion, ancestry, national origin, sex, and other protected categories. For purposes of investigation and to ascertain compliance with the City's nondiscrimination laws, City contractors and subcontractors must permit access to its records. This legislation adds another tool to the menu of options the Human Rights Commission may use to investigate allegations of wage disparities among gender and race.

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City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
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MARY JUNG
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JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

SPECIAL COMMISSION MEETING MINUTES

Wednesday, November 12, 2014

4 – 5:30 pm

City Hall, Room 416

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

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Members Present

President Nancy Kirshner-Rodriguez
Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Excused

Commissioner Mary Jung

Staff Present

Executive Director Emily Murase, PhD
Associate Director Carol Sacco
Director of Women's Policy Minouche Kandel
Executive Management Assistant Iris Wong
Policy Fellows Allison Ipsen & Elizabeth Newman
PAAWBAC Fellow Sarah-Maya De Guzman

I. CALL TO ORDER/ AGENDA CHANGES

Vice President Andrea Shorter called the meeting to order. She stated that the special meeting will be a review of the Equal Pay Legislation currently under consideration by the Board of Supervisors, and reminded Commissioners that no action items will be taken this evening.

Commissioner Ackerman expressed extreme disappointment that the agenda was set for discussion of the legislation and not for action, such that the Commission was prevented from taking action on the proposed legislation. Commission Gamez agreed.

Action: To approve the meeting agenda as proposed.

m/s/c (Soo/Gamez/unanimous)

II. EQUAL PAY LEGISLATION

Dr. Murase introduced the item and a list of invited speakers to present their perspectives.

1. Hilary Ronen, Legislative Aide of Supervisor David Campos

Ms. Ronen provided background of the Equal Pay Legislation introduced by Supervisor Campos. The legislation was introduced following President Obama's Federal Directive for the Department of Labor to collect equal pay data from federal contractors. The City and County of San Francisco does \$5.2 Billion worth of business with vendors. Supervisor Campos' office contacted Commission President Nancy Kirshner-Rodriguez, who suggested connecting with various federal agencies.

President Nancy Kirshner-Rodriguez arrived at 4:25pm.

2. Demetria Manusetis, US Department of Labor – Wage & Hour Division

Ms. Manuselis explained that her office conducts investigations to determine compliance with federal wage and hour laws. But, she stated, she is unable to answer specific questions about the proposed ordinance as her division only investigates allegations of wage and hour violations. The Office of Federal Contract Compliance gathers salary data.

3. Regina Dick-Endrizzi, Executive Director of Small Business Commission

Director Dick-Endrizzi thanked Supervisor Campos's office for introducing the legislation and thanked the Commission for reviewing it. She stated that the Small Business Commission reviewed the legislation on October 27, 2014 and expressed support for the intent of the legislation, but recommended the Board allow time for the Human Rights Commission and Commission on the Status of Women to review it, since these two agencies are expected to participate in the Equal Pay Advisory Board.

She stated concerns regarding the timeline outlined in the legislation that may affect a meaningful and effective implementation of the proposed ordinance.

4. Bianca Polovina, Investigator for Anti-Discrimination Division of Human Rights Commission

Ms. Polovina presented three main challenges of the proposed ordinance.

- a. *Categorization of sex and race* – In the legislation, sex is classified as “gender,” which does not include members of the LGBTQ community. Employees may also not want to disclose information regarding their sex. Similarly, data collection of an employee's race is not straightforward. There is currently no consistent system to collect bi-racial or multi-racial employees. Employers may not have adequate resources to categorize their employees appropriately, which may result in the exclusion of some races and incomplete data.
- b. Information gathering by employers can be very challenging.
- c. *Associated costs and implementation* – The professional and administrative staff of the Human Rights Commission are tasked to review the equal pay reports. Currently, the agency has very limited staffing, and would require new staff and an increased budget. To secure approval of these can be a long process.

5. Ruth Silver Taube, Co-Founder, Bay Area Equal Pay Collaborative

Ms. Taube stated that EEO mandates that employers of 100 or more employees are required to complete the form EEO-1. Albuquerque, New Mexico, recently passed a similar ordinance, and San Francisco has an opportunity learn from its experiences to make the local ordinance even more effective.

6. Darolyn Davis, CEO & President of Davis Public Relations

Ms. Davis stated that she supports equal pay, but is concerned with the manner of achieving this goal. She has reservations about the proposed legislation because there has not been enough time for small business owners to participate. She recognized that the Human Rights Commission is understaffed and under-sourced. Companies without an in-house human resources agency would be required to hire a private attorney to complete the report, which can be very costly. She urged that more time be taken to fully consider the legislation.

Ms. Davis recommended that the study be conducted first, before finalizing new requirements. Many organizations would also appreciate a chance to provide insights, such as the African American Chamber of Commerce.

7. Juliana Choy Sommer, President of Asian American Contractor Association

As President of the Asian American Contractors Association, and President of Priority Architectural Graphics, a local business enterprise that regularly does business with the City, Ms. Sommers stated that rather than shape behavior via punishment, business owners respond better with incentives. She emphasized the complexities of conducting business in San Francisco as a result of existing requirements, and that this new requirement would add to that complexity. She stated that she also would have appreciated being outreached to in order to provide feedback on the legislation, which has a broad impact.

III. GENERAL PUBLIC COMMENT

1. Debbi Lerman from San Francisco Human Services Network expressed support for the legislation.
2. Rachael Langston from Legal Aid Society – Employment Law Center expressed support for the legislation. She stated that business owners should know all the legal requirements before starting a business.
3. Roberta Guise, Public Policy Co-Chair of American Association of University Women (AAUW) expressed support for the legislation. She stated that the proposed legislation is a shell that the advisory board would fill in, and hopes it will move forward.
4. Conny Ford, Program Director of San Francisco Labor Council, expressed support for the legislation. She stated that the legislation only affects businesses with 500 or more employees.
5. Cynthia Crews expressed support for the legislation. She stated that there is no reason to delay the approval of the legislation.
6. Shanell Williams, Paoua Robles, Jada Green, Ardelia Lewis, Jennifer Salcedo, and Melanie Padilia from the Center for Young Women's Development recounted their own experience with lack of equal pay, and expressed support for the legislation.
7. Hene Kelly expressed support for the legislation. She stated that she wants young women to have equality, and that the legislation is just to gather data.
8. Nancy Rock urged that additional outreach be conducted to ensure the best possible results.
9. Myrna Melgar from Jamestown Community Center expressed support for the legislation. She stated that she looks forward to a system that will guide business owners like herself towards equal pay.
10. Frank Landen, Human Resources Manager at Huckleberry Youth Programs, urged additional time to ensure the best possible legislation.
11. Alysabeth Alexander from SEIU 1021 recounted her own experience with lack of equal pay compared to her male counterparts, and stated that serious wage discrimination occurs because employers lack comprehensive mechanism.
12. Tami Bryant from SEIU 1021 expressed support for the legislation, stating that it is just a study.

Commissioners thanked both the invited and public speakers for their input and recommendations.

Commissioner Ackerman stated that the one minute allotted for Commissioners' comments is insufficient for her to express her opinion on the legislation. She recognized that the testimonies urged for more outreach, the timeline may need adjusting, and that the Human Rights Commission would need to have additional staffing and budget to implement the program.

Commissioner Gamez recognized the challenges of data collection addressed by the speakers, but the consumers have a right to receive information they deem necessary. She expressed support for the legislation.

President Kirshner-Rodriguez agreed with Commissioner Ackerman and stated the necessity of passing a comprehensive legislation from the beginning.

Commissioner Soo urged that the advisory board conduct the equal pay study first.

Vice President Shorter stated that the Commission has worked on equal pay for several years, but she has serious reservations about the currently proposed legislation.

Dr. Murase stated she will draft a formal letter to the Board of Supervisors based on tonight's meeting. The proposed legislation will be considered by the Board of Supervisors on Tuesday, November 25, 2014.

IV. ADJOURNMENT

Action: To adjourn the meeting.

m/s/c (Ackerman/Soo/unanimous)

Meeting was adjourned at 6 pm.



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

Commission and Department on the Status of Women San Francisco

Nov. 21, 2014 Annual Planning Meeting / Study Session

Agenda

MEET, GREET, EAT then put phones on silence/vibrate *Everyone* 9:00-9:15

SF
585
#1
11/21/14
a. 11/21/14
c. 2
Welcome and introduction of Beryl Michaels, facilitator 9:15-9:16
President Kirshner-Rodriguez.

Approval of Agenda – ACTION

Action: To approve the meeting agenda

Guidelines and goals for the session *Beryl* 9:16-10:00

Why is this meeting different from all other meetings?

Break the habit

Create space for informal discussion

Respond to ideas discussed in participant / facilitator interviews

Goals

Guidelines for this session

GOVERNMENT
DOCUMENTS DEPT

Review of Commissioner Roles *Beryl*

Summary of participant / facilitator interviews

Common ground

Challenges

Usual tensions *Everyone*

Group (Commission)/Individual (commissioners acting on their own)

Big picture approach/ specific issue approach

Political reality/needs reality

NOV 20 2014

SAN FRANCISCO
PUBLIC LIBRARY

Top three priorities for the coming year *Everyone* 10:00-11:00

Small Group Discussions (Results posted around the room)

Top Three priorities

Action plan items related to priorities

STRETCH AND BREAK

Regroup to review lists of top three priorities 11:15-11:45

Everyone

Reach consensus on priorities

What does this agreement mean in practical terms:

for the commission?

for the department?

PHONE, FOOD AND POTTY BREAK

11:45-12:00

Working lunch:

Review **current plan** in relation to top priorities

12:00 -1:30

Divide into 3 small groups by Priority

Begin working on actual plans for the Priority;

Assess **current action items** in relation to stated priority

Assess **goals** for the priority

Goals good as is or revisions recommended

Actions good as is or revisions recommended

Results posted for all to read/review

1:30-1:45

Wrap up facilitated portion of the session

Return meeting to Nancy

1:45-2:00

Action: To approve draft minutes from October 22, 2014 and November 12, 2014.

Action: To adopt the 2015 Commission Meeting Schedule

GENERAL PUBLIC COMMENT

CLOSED SESSION

2:00-2:59

A. Public Comments on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Emily M. Murase, PhD.

C. Open Session

Action: To elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

CLOSING REMARKS & ADJOURNMENT

2:59 – 3:00

Action: To adjourn Meeting

For questions about the meeting please contact Commission Secretary at 415-252-2570. The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

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Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

Sunshine Ordinance Task Force Administrator
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary at 415-252-2570, or dosw@sfgov.org at least 48 hours in advance of the hearing. Late requests will be honored if possible.

DISABILITY ACCESS

Assistive listening devices, real time captioning, American Sign Language interpreters, readers, large print agendas or other accommodations are available upon request. Please make your requests for accommodations to the Commission Secretary at (415) 252-2570, or dosw@sfgov.org. Requesting accommodations at least 72 hours prior to the meeting will help to ensure availability.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

如對會議有任何疑問，請致電 415-252-2570 查詢。當會議進行時，嚴禁使用手機及任何發聲電子裝置。會議主席可以命令任何使用手機或其他發出聲音裝置的人等離開會議場所。

了解你在陽光政策下的權益

政府的職責是為公服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (San Francisco Administrative Code Chapter 67) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼：415-554-5163
電子郵件：SOTF@sfgov.org

陽光政策的文件可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

語言服務

根據語言服務條例(三藩市行政法典第91章), 中文、西班牙語和/或菲律賓語(泰加洛語)傳譯人員在收到要求後將會提供傳譯服務。翻譯版本的會議記錄可在委員會通過後透過要求而提供。其他語言協助在可能的情況下也可提供。上述的要求, 請於會議前最少48小時致電 415-252-2570或電郵至dosw@sfgov.org向委員會秘書提出。逾期提出的請求, 若可能的話, 亦會被考慮接納。

殘障通路

輔助聽力儀器、實時字幕、美國手語傳譯員、閱讀器、放大字體的議程或其他便利措施將根據請求而提供。請致電415-252-2570或電郵至dosw@sfgov.org向委員會秘書Iris Wong提出便利措施的請求。相關便利措施的請求, 請於會議前最少72小時提出, 以協助確保便利措施的提供。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊, 並報告其遊說行為。如需更多有關遊說者法令的資訊, 請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會, 電話號碼:415- 252-3100, 傳真號碼 415-252-3112, 網址: sfgov.org/ethics。

Para preguntas acerca de la reunión, por favor contactar el 415-252-2570. El timbrado de y el uso de teléfonos celulares, localizadores de personas, y artículos electrónicos que producen sonidos similares, están prohibidos en esta reunión. Por favor tome en cuenta que el Presidente podría ordenar el retiro de la sala de la reunión a cualquier persona(s) responsable del timbrado o el uso de un teléfono celular, localizador de personas, u otros artículos electrónicos que producen sonidos similares.

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

ACCESO A IDIOMAS

De acuerdo con la Ordenanza de Acceso a Idiomas "Language Access Ordinance" (Capítulo 91 del Código Administrativo de San Francisco "Chapter 91 of the San Francisco Administrative Code") intérpretes de chino,

español y/o filipino (tagalo) estarán disponibles de ser requeridos. Las minutas podrán ser traducidas, de ser requeridas, luego de ser aprobadas por la Comisión. La asistencia en idiomas adicionales se tomará en cuenta siempre que sea posible. Para solicitar asistencia con estos servicios favor comunicarse con el Secretario de la Comisión al 415-252-2570, o dosw@sfgov.org por lo menos 48 horas antes de la reunión. Las solicitudes tardías serán consideradas de ser posible.

ACCESO DE DISCAPACITADOS

Aparatos de asistencia auditiva, subtítulos en tiempo real, intérpretes de Lenguaje de Señas Americano, lectores, agendas con letra grande y otras acomodaciones están disponibles de ser requeridas. Por favor presente sus solicitudes de acomodación ante la Secretaria de la Comisión Iris Wong al 415-252-2570, o dosw@sfgov.org. Solicitar acomodaciones por lo menos 72 horas antes de la reunión nos ayudará a garantizar la disponibilidad de las mismas.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

Kung mayroon kayong mga tanong tungkol sa miting, mangyaring tumawag lang sa 415-252-2570. Ang pagtunog at paggamit ng mga cell phone, mga pager at kagamitang may tunog ay ipinagbabawal sa pulong. Paalala po na maaring palabasin ng Tagapangulo ang sinumang may-ari o responsable sa ingay o tunog na mula sa cell-phone, pager o iba pang gamit na lumilikha ng tunog o ingay.

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Tungkulin ng Pamahalaan na paglinkuran ang publiko, maabot ito sa patas at medaling maunawaan na paraan. Ang mga komisyón, board, kapulungan at iba pang mga ahensya ng Lungsod at County ay mananatili upang maglingkod sa pamayanan. Tinitiyak ng ordinansa na ang desisyon o pagpapasya ay ginagawa kasama ng mamamayan at ang mga gawaing panglungsod na napagkaisahan ay bukas sa pagsusuri ng publiko. Para sa impormasyon ukol sa inyong karapatan sa ilalim ng Sunshine Ordinance (Kapitulo 67 sa San Francisco Administrative Code) o para mag report sa paglabag sa ordinansa, mangyaring tumawag sa

Administrador ng Sunshine Ordinance Task Force .
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Opisina); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Ang mga kopya ng Sunshine Ordinance ay makukuha sa Clerk ng Sunshine Task Force, sa pampublikong aklatan ng San Francisco at sa website ng Lungsod sa www.sfgov.org. Mga kopya at mga dokumentong na nagpapaliwanag sa Ordinance ay makukuha online sa <http://www.sfbos.org/sunshine> o sa kahilingan sa Commission Secretary, sa address sa itaas o sa numero ng telepono.
PAG-ACCESS SA WIKA

Ayon sa Language Access Ordinance (Chapter 91 ng San Francisco Administrative Code), maaaring mag-request ng mga tagapagsalin sa wikang Tsino, Espanyol, at/o Filipino (Tagalog). Kapag hiniling, ang mga kaganapan ng miting ay maaring isalin sa ibang wika matapos ito ay aprobahan ng komisyón. Maari din magkaroon ng tulong sa ibang wika. Sa mga ganitong uri ng kahilingan, mangyaring tumawag sa Clerk ng Commission sa 415-252-2570, o

dosw@sfgov.org sa hindi bababa sa 48 oras bago mag miting. Kung maari, ang mga late na hiling ay posibleng pagbibigyan.

ACCESS PARA SA MAY KAPANSANAN

Ang mga gadyet na tumutulong sa pagdinig, pagsalin sa sariling wika habang nagaganap ang pagpupulong (real-time captioning), tagapagsalin sa American Sign Language, tagapagbasa, mga agenda na mababasa gamit ang malalaking letra at iba pang mga pangangailangan ay maaring hilingin. Para humingi ng tulong, mangyaring tumawag sa Sekretarya ng Komisyon kay Iris Wong sa 415-252-2570 o sa dosw@sfgov.org. Mangyari lamang ipaabot ang inyong kahilingan sa loob ng 72 oras bago maganap ang pulong upang makasiguro sa kagamitang kailangan sa pulong.

Ordinansa sa Pagla-lobi

Ayon sa San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100], ang mga indibidwal o mga entity na nag-iimpluensiya o sumusubok na mag-iimpluensiya sa mga lokal na pambatasan o administrative na aksyon ay maaring kailangan mag-register o mag-report ng aktibidad ng lobbying. Para sa karagdagan na impormasyon tungkol sa Lobbyist Ordinance, mangyaring tumawag sa San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
Department on the Status of Women



Edwin M. Lee
Mayor

STRATEGIC PLAN
Fiscal Years 2014 – 2016
(July 1, 2013 – June 30, 2016)

I. Mission

The Commission and Department on the Status of Women work to foster equitable treatment and the advancement of all women and girls throughout San Francisco through policies, legislation, and programs.

II. Background

The Commission on the Status of Women was established by the San Francisco Board of Supervisors in 1975 after years of advocacy on the part of the San Francisco women's community. In 1994, the voters of San Francisco approved Proposition E, which created a permanent Department on the Status of Women to carry out the policies of the Commission. In April 1998, San Francisco became the first municipality in the United States to adopt an ordinance implementing locally the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. Through the landmark local implementation of this Women's Human Rights Treaty, the Department and the Commission have received national and international attention and awards.

The overall vision is to serve as San Francisco's premier policy-making body on women's issues, using the CEDAW framework in all our work, through the following means:

- 1. Policy Advocacy:** Create comprehensive policies in San Francisco based on a CEDAW women's human rights framework to advance the status of women and girls in San Francisco by working collaboratively with community leaders, other departments, and elected officials.
- 2. Legislative Advocacy:** Create comprehensive policies in San Francisco by legislation, and, when appropriate, advocating for or against legislation, or proposing legislation or policy reforms to the Mayor, Board of Supervisors, and others. Monitor and act upon local, state, and federal legislation impacting women and girls through letters, press releases, and other tools.
- 3. Oversight & Implementation of Programs:** Ensure the sustainability and document the impact of the Violence Against Women Prevention & Intervention Grants Program; oversee programs, not only at the Department but city-wide that are intended to meet the needs of women and girls; and, implement programs to support policy and legislative advocacy.

III. Policy Leadership

Goal #1: Position the Commission/Department in the community as a significant leader in the area of women's equality.

Objectives

- 1. Commission Meetings:** Convene monthly Commission meetings to address key women's issues; be inclusive in speaker and audience outreach; conduct meetings in an open and transparent manner.

- There were 11 Commission meetings, including one special meeting in February 2014 to discuss the Mayor's proposed budget.
- The joint commission meeting with the Health Commission was rescheduled from December 3, 2013, to September 16, 2014.

[Proposed for FY14-15]

- Schedule a joint meeting with the Police Commission and Aging & Adult Services Commission.

Agree	Neutral	Disagree	Explanation
XX			
	X		I'm interested in joint meetings only if there is a specific goal/outcome we are seeking from meeting jointly.
X			THE TIME AT THE MEETINGS SHOULD BE ALLOCATED MORE TO SUBSTANTIVE ISSUES.

- 2. Status of Women in San Francisco Report:** Gather benchmark data and develop a report on the status of women and girls in San Francisco at least once every 3 years.

- Last report was in 2009.
- Summer intern Emma Williams-Baron completed "Women in the Workforce Fact Sheet," July 2014

[Proposed for FY14-15]

- Incorporate report into the Commission's 40th anniversary report, expected in 2015.
- Updated report can include data from Family Friendly Workplace Ordinance (FFWO), the Department of Children, Youth, and Their Families Community Needs Assessment, the San Francisco Family Support Network (SFFSN), and other current networks.

Agree	Neutral	Disagree	Explanation
X			This should be a looped in with making case for CEDAW renewal
XX	X		

- 3. City-wide Policy, Legislative Agenda:** Advise the Mayor, the Board of Supervisors, and other city agencies on women's issues; support Mayoral priorities; engage with the city-wide Legislation Committee; monitor and develop Board of Supervisors legislative proposals; provide technical assistance to other city departments on issues impacting women and girls.

- At the Board of Supervisors Government Audit and Oversight Committee meeting, the Department testified in support of the Adult Probation Department's proposal for a Survivor Restitution and Accountability Program.
- The Department testified at the Board of Supervisors Budget and Finance Committee Hearing on Services and Solutions for Women and Families who are Experiencing Homelessness.
- The Department also monitors legislative updates from Mayor Lee and Board of Supervisors.

[Proposed for FY14-15]

- Advocate on at least 3 statewide legislative proposals through the City Legislation Committee, targeting bills that focus on domestic violence, sexual assault, human trafficking, and/or employment rights.
- Update 1998 CEDAW Ordinance, which will involve a substantial amount of follow-through and staff time, and will require re-prioritizing other projects.
- Develop Legislative Committee, or policies, to respond to proposed legislation.

Agree	Neutral	Disagree	Explanation
X			Statewide policies would need a "strategy," not just an endorsement. No real point to just supporting others. ALSO DEPARTMENT TOOK LEAD ON GENDER IN CHILDREN'S AMENDMENT.
X			I would like the Commission to weigh in on all local legislations that primarily affects women and girls as a regular course of business.
X			I AM CONCERNED IF THE POLICY POSITION IS NOT FILLED AND THE POLICY ANALYSIS WORK IS UNDERMINED.
	X		With other pressing priorities, perhaps updating CEDAW could be a collective goal with Cities for CEDAW, providing an enticement to draw more cities in and get feedback from other jurisdictions. The rollout date would then be FY15-16. I don't know if particular pieces of legislation can actually be enumerated. I would like to see DOSW/COSW be a driving force rather than a monitoring force.

4. California Women's Policy Summit: Continue to actively partner in the planning and support of the annual California Women's Policy Summit held in Sacramento in January.

- The summit was attended by two fellows and four staff members in January 2014.

[Proposed for FY14-15]

- Ensure that at least 2 staff members participate in the Policy Summit, and select at least one priority from the Summit on which to engage or advocate.

Agree	Neutral	Disagree	Explanation
X			Should have plan ahead of time that includes meeting with legislators staff that day as well.
X	X		
X			Only agree given that our president is now the executive director. I don't think that we should be expending our limited resources supporting other organizations if we don't get some reciprocity in terms of financial and human resources.

5. United Nations Commission on the Status of Women Forum: Partner with the United Nations Non-Governmental Committee on the Status of Women (UN NGO CSW); identify resources necessary for outreach efforts and secure at least one private/public grant to support this initiative; continue to share best practices at the UN NGO Parallel Sessions annually in March; grow participation of San Francisco Bay Area Delegates to UN Parallel Sessions by 5% annually.

- The San Francisco Delegation had a record 50 members, including, for the first time, San Francisco First Lady Anita Lee and two Commissioners.
- The Department organized three panels:
 - "Gender Equity in Basic Education: How Formal and Informal Education Benefits Women in Malawi, Mali and Kenya"
 - "How to Enact and Implement CEDAW Locally: Lessons from San Francisco, the First City for CEDAW"
 - "Strategies in the War Against Human Trafficking: Lessons from Peru, San Francisco, and Beyond"
- During the same week, Ms. Laferriere attended the 110th Session of the UN Human Rights Committee (UN HRC) as an author of a shadow report on US compliance with the International Covenant of Civil and Political Rights (ICCPR).

[Proposed for FY14-15]

- Continue to share San Francisco's implementation of CEDAW to a broad international audience by organizing parallel sessions and leading a San Francisco Delegation at the 2015 UN NGO CSW.
- Seek grant funding to support the women's human rights work.

Agree	Neutral	Disagree	Explanation
X		X	DISAGREE on international travel by staff. NO relevance except for Director. UN work should be focused on domestic priorities and should seek to incorporate DV advocates and Human trafficking advocates from SF so they see the relevance. How about a panel on Family violence solutions?
		X	I attended the meeting and found it interesting, but I'm not convinced that it falls within our mission. I would be more interested in developing connections to Commission throughout California and other cities.
		X	THIS SHOULD ONLY BE A PRIORITY IF SAN FRANCISCO IS LEADING A MAJOR INITIATIVE AND IS INDEPENDENTLY FUNDED.
		X	We have expended a lot of resources with the UN meetings but I think we have to concentrate our resources and focus on good outcomes and programs for women and girls right at home in San Francisco.

- 6. Cities for CEDAW Campaign:** The campaign's goal is to have 100 City mayors across the country commit to passing a local measure of the CEDAW Ordinance by December 2015. Committed cities must fulfill three requirements: 1) Have an oversight body, 2) Conduct gender analyses of city operations, and 3) Have funding allocated to support implementations of CEDAW principles.

- The Department, along with Women's Intercultural Network, launched the "Cities for CEDAW" Campaign at the 58th UN NGO CSW Forum.
- In June 2014, shepherded the successful adoption of a "Cities for CEDAW" Resolution at the US Conference of Mayors Annual Conference.

[Proposed for FY14-15]

- Continue working with civil society leaders to target key cities and their mayors
- Secure the commitments of 100 Mayors by the June 2015 US Conference of Mayors Annual Conference hosted by San Francisco.

Agree	Neutral	Disagree	Explanation
X			Securing commitments by June will be hard. Goal should be direct outreach by civil society to 100 mayors/counties and an event during the USCM with plan for continued work afterwards.
		X	While the campaign is interesting it does not benefit women and girls in SF and that is our Charter mandate
X			
X			With other pressing priorities, perhaps updating CEDAW could be a collective goal with Cities for CEDAW, providing an enticement to draw more cities in and get feedback from other jurisdictions. The rollout date would then be FY15-16. I don't know if particular pieces of legislation can actually be enumerated. I would like to see DOSW/COSW be a driving force rather than a monitoring force.

7. CEDAW Women's Human Rights Awards Luncheon: Support the work of the Friends in this annual fundraiser; double participation by internationally recognized figures in 2015, adding 2 figures each year thereafter: 2 in 2015; 4 in 2016; 6 in 2017.

- On September 30, 2013, 2014 the Department worked closely with the Friends of the Commission to produce this event. One of the many notable attendees was Soon-Young Yoon, Chair of the NGO Committee on the Status of Women, New York.

[Proposed for FY14-15]

- Continue to collaborate with the Friends, as appropriate.

Agree	Neutral	Disagree	Explanation
	X		Need a plan with Friends...no work without funding that is not hard to make happen
	X		I think the relationship between the Friends and the Department needs to be clarified. I think the lines are blurry and at times may be in violation of city laws and practices.
	X		DOSW'S ROLE IN THIS IS QUESTIONABLE UNTIL THE FINANCIAL RELATIONSHIP BETWEEN THE FRIENDS & DOSW IS CLEAR.
	X		I would like to see our core focus on women in San Francisco or the San Francisco Bay Area.

8. Newsletter and Social Media: Educate the public about the Commission and Department's work through monthly newsletters or alerts from Department's Twitter, Facebook, and LinkedIn Accounts. Increase the amount of followers by 25% by 2015.

- The Department has sent out 49 newsletters
 - 19 were specifically for the Gender Equality Principles Initiative
 - 2 were specifically for the Healthy Mothers Workplace Coalition
- Department on the Status of Women
 - Twitter account (@statufofwomensf) has 451 followers to date.
 - Facebook page has 333 likes to date.
- Cities for CEDAW
 - Twitter account (@Cities4CEDAW) has 66 followers to date.
 - Facebook page, created in March 2014, and has 107 likes to date.
- Gender Equality Principles
 - Twitter account (@GEPInitiative) has 292 followers to date.
 - Facebook page has 173 likes to date.
- Healthy Mothers Workplace Coalition
 - Twitter account (@Healthy_Mothers) has 129 followers to date.
 - Facebook page has 63 likes to date.

[Proposed for FY14-15]

- Continue outreach as established in FY13-14.

Agree	Neutral	Disagree	Explanation
		X	Seems like too much for not enough return. I would suggest a different strategy and advice from a PR strategist pro bono.
	X		There seem to be duplicative efforts here. I'd like to see some streamlining. Also I'm not clear what the purpose of the social media is – social media for social media's sake is pretty pointless. I'd like more clarity on what the point of the outreach is.
	X		WE NEED A METRIC THAT ILLUSTRATES THE EFFECTIVENESS OF THESE MEDIA DRIVES VS THE RESOURCES INVESTED
	X		I don't do Twitter or Facebook. I think success, particularly for women and girls means building relationships face-to-face – actual versus virtual contact.

Goal #2: Advance women's leadership.

Objectives

1. Gender Analysis of Commissions and Boards: Release report every 2 years (odd years) per local ordinance.

- The 2013 Report was completed in December 2013.
- The Department is providing technical assistance to DCYF, Seattle Human Rights Commission, Contra Costa County, and Santa Clara County to conduct gender analyses of city operations.

[Proposed for FY14-15]

- Prepare for 2015 report.

Agree	Neutral	Disagree	Explanation
		X	Move to 2016 after Mayoral Election when new appointments will happen
X			I'd recommend focusing the report on charter boards and commissions.
X			
	X		What kind of compensation do we receive from other jurisdictions where we offer technical support? If we do not receive monetary compensation, I would expect some kind of human resource support when we have projects we want to advance.

2. City Hall Fellows Women in Government Initiative: Serve in an advisory role to this quarterly networking lunch.

- The Department and Commission met with organizers in spring 2014 to brainstorm ideas for future lunches.

[Proposed for FY14-15]

- Continue to serve in an advisory role.

Agree	Neutral	Disagree	Explanation
X			Like project but return not clear right now even though I helped make happen originally. If we go, we should address each event and promote relevance of Department's work to city staff.
	X		
X			
	X		I would hope that we have a venue that would allow everyone to more easily participate. When the venue is overcrowded, I think that defeats the purpose of women being able to adequately network.

3. Commission Resolutions: Recognize women leaders in the community through Commission resolutions.

- The Commission has signed 42 resolutions.
 - Honorees are listed in the monthly Department newsletter.
- [Proposed for FY14-15]
- Continue to celebrate major anniversaries of Partner Agencies and recognize unsung heroes in the community.
 - Limit the number of resolutions per meeting to a reasonable number, as determined by the Commission.

Agree	Neutral	Disagree	Explanation
X			Perhaps have a more defined monthly theme at each meeting and keep to that focus with resolutions too.
		X	I love honoring people, but I'd like to see this effort streamlined to 2 or fewer resolutions a month. I'd like to see the Commission balance this type of activity with work of a more substantive nature. It seems somewhat duplicative with the women making history ceremony. It would be nice to combine the two – or just have the commission honor folks as part of the women's history program.
	X		THIS PROJECT SHOULD BE CONTINUED BUT SHOULD OCCUPY LESS TIME IN THE MEETINGS AT THE COST OF SUBSTANTIVE ISSUES
X			I would like to have the honorees to submit one best practice so that we can keep a "catalogue" of best practices that fosters equality for women and girls.

4. Women Making History Ceremony with the Mayor, District Attorney, and the Board of Supervisors: Organize this event held annually for Women's History Month in March. Expand the reach of the event by posting honoree profiles on department website and increase website hits by 5% annually beginning in 2015.

- In partnership with the Mayor, Board of Supervisors, Office of the District Attorney, and the Friends of the Commission, the Department held the annual Women Making History

Ceremony in March 2014. The national theme for 2014 was "Celebrating Women of Character, Courage and Commitment."

- Women Making History Honoree profiles are posted on the Department's website.

[Proposed for FY14-15]

- Continue to organize this signature event.

Agree	Neutral	Disagree	Explanation
X			Commission and Department must take back ownership from Friends. There's no need to have a "reception." Fine to just do ceremonies at no major cost.
	X		I love honoring people, but I'd like to see this effort streamlined to 2 or fewer resolutions a month. I'd like to see the Commission balance this type of activity with work of a more substantive nature. It seems somewhat duplicative with the women making history ceremony. It would be nice to combine the two – or just have the commission honor folks as part of the women's history program.
X			THIS IS MORE IMPORTANT RECOGNITION EVENT AS IT RAISES VISIBILITY W/IN THE CITY FAMILY.
X			

5. Accelerate for Women and Girls: The Department serves on the Steering Committee for this new umbrella organization of agencies that work globally to advance women and girls.

- The group was founded in November 2013 at a Women's Summit. The Department was invited to serve on the Steering Committee, together with representatives of Global Fund for Women, the Global Women's Leadership Network, the Women's Funding Network, and Let Girls Lead.
- The Department co-sponsored a screening of "PODER," a documentary about the empowerment of Mayan girls, on April 10.
- Recruited Lynn Murphy to support the work of Accelerate.

[Proposed for FY14-15]

- Continue serving on Steering Committee.

Agree	Neutral	Disagree	Explanation
	X		Needs San Francisco regional relevance – this group is good for networking, but needs to come back to SF connection otherwise it's an NGO responsibility not DOSW
	X		I'm glad to see these groups work together. I'm not sure what the Department's role should be.
	X		THIS DEPENDS ON A COST (STAFF TIME) VS BENEFIT ANALYSIS
	X		We seem to be spreading resources too thinly. I would like to see concrete improvements in programs for women and girls in San Francisco. We have much more control over what happens locally than globally. By having concrete examples at home, we do reach across the nation and eventually globally.

IV. Women in the Workplace

Goal #1: Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.

Following the adoption of CEDAW, the Department created a set of gender analysis guidelines and a gender budgeting training. These tools ensure that women's human rights are upheld and their unique needs are addressed.

Objectives

- 1. Gender Analysis of City Departments:** Focus monitoring of City Departments to those that provide girls services; require agencies to report to the Commission on girls services (4 per year).
 - In FY13-14, the following Departments reported to the Commission in response to gender analysis questions: Arts Commission, Department of Animal Care and Control, Department of Children, Youth, and Their Families (DCYF), Fire Department. [Proposed for FY14-15]
 - Determine which departments will be examined in FY14-15 as part of an overall 3-year plan. Please review separate memo.
 - Additional departments for consideration include the Department of Public Health, the Department of Aging and Adult Services, and the Department of Child Support Services.

Agree	Neutral	Disagree	Explanation
X			Perhaps a redesign of how we do this is needed, but I think it is a key role of the Department and Commission.
X		X	I don't think it's accurate to describe the FY 13-14 activities as gender analyses – while we had the Departments present to the commission, I don't think the data collection, analyses, and follow-up was consistent with what the gender analysis guidelines require. I'd like to see gender analyses of city functions continue – but only if DOSW has adequate staffing to really engage in the process. If we don't have the staffing, we shouldn't continue with what we've been doing.
X			THIS IS VERY IMPORTANT.
X			I was told that a streamlined questionnaire was to be prepared but am unsure whether that came to fruition. The process has to be simpler but also be a useful tool for measuring improvement.

- 2. Sexual Harassment Claims:** Monitor claims within City and County government on a quarterly basis as required by Section 33.7 (b) of the Administrative Code and report findings through the Department's performance measures. Work with the Department of Human Resources to review trends in sexual harassment in 2014.
 - In Quarter 1, a total of 11 complaints were filed on the basis of gender or sex, 7 filed through the City's internal processes and 4 filed externally through the California Department of Fair Employment and Housing or the United States Equal Employment Opportunity Commission.

- In Quarter 2, a total of 7 complaints were filed on the basis of gender or sex, all filed and handled through the City's internal processes.
- In Quarter 3, a total of 11 complaints were filed on the basis of gender or sex. Eight complaints were filed internally; 3 complaints were filed externally.
- Data from Quarter 4 will be reported on when received from the Department of Human Resources.

[Proposed for FY14-15]

- The Department will continue to monitor trends in sexual harassment and seek ways to expand upon the data gathered. Data collected will contribute to the upcoming *Status of Women in San Francisco* report.

Agree	Neutral	Disagree	Explanation
X			How do we compare to other localities?
XX			
X			IMPORTANT – SEXUAL HARASSMENT UNDERMINES WOMEN'S ECONOMIC ADVANCEMENT

3. City-wide Equity Initiative: Work with the Mayor and Board of Supervisors to formalize an equity analysis of workforce (i.e. sex, race, immigration status, parental status, language, sexual orientation, disability, age, and other attributes), budget, and services.

- With advocacy by the Department, this work has been incorporated into the proposed renewal of the Children's Amendment.

[Proposed for FY14-15]

- Monitor the implementation of equity analysis as required by the renewed Children's Amendment.

Agree	Neutral	Disagree	Explanation
X			How we can use this to help others understand importance of the Department and Commission's role?
		X	This doesn't make sense to me. The Equity Initiative talks about an equity analysis of workforce but the comment relates to equity in the Children's Amendment – an equity analysis of children's services is not the same as an equity analysis of workforce. Can this be clarified?
X			
X			We should be driving toward the City's adoption of the U.N. Convention on the Child.

Goal #2: Promote women's economic independence by advancing gender equality in San Francisco's private sector workplaces.

Commissioner comment: *There isn't a place for general comments but I think this part of the strategic plan would benefit from some rethinking. There are a number of elements (some of which address pressing concerns), but I don't really see a cohesive strategy. There are activities listed but I don't see what outcome we are trying to achieve and how these activities will get us*

there. I'd like to see the DOSW develop and economic agenda with a goal in mind and then figure out what activities/engagement will meet that goal.

Objectives

- 1. Gender Equality Challenge:** Continue to collect gender responsive model practices from San Francisco Bay Area organizations; increase participation from San Francisco Bay Area organizations by 10% per year.

- 10 companies participated in the 2013 Gender Equality Challenge.
- There were about 100 attendees at the January 30 "Forum Honoring Progress: The 2013 Gender Equality Challenge," which showcased the 10 best practices submitted for the Challenge; there were representatives from 50 companies.
- This year, 13 companies participated in the 2nd Gender Equality Challenge: Adobe, AT&T, CBRE, Charles Schwab, Duane Morris, Gap, Latham & Watkins, Lee Hecht Harrison, Palantir, Paragon Legal, PG&E, Square, and Zynga.

[Proposed for FY14-15]

- Continue planning for January GEP Challenge forum in partnership with Charles Schwab.

Agree	Neutral	Disagree	Explanation
X			WE NEED TO GET CITY LEADERSHIP TO ATTEND AND HAVE ROLES. GET SUPERVISORS OR MAYOR TO SPEAK ...NEEDS TO GET TIED BACK IN TO CITY – Then we need a plan to spin off to someone else somehow. Maybe take statewide.
		X	The Dept. needs to rethink its economic equity agenda. I don't see how hosting an annual forum is really moving an equity agenda forward.
X			
	X		We cannot keep this process up in a vacuum. Opportunities for women and girls must also look at whether these populations are trained for well-paid professional positions. I would like to see a greater cross-over between the GEP and identifying educational requirements and opportunities for women and girls.

- 2. Strategic Plan:** Together with the Gender Equality Council, develop an overall strategic plan including launching an independent organization and identifying a candidate organization by July 2014; develop and execute a strategy to fund a dedicated staff person for the GEP by hiring a fundraising consultant by July 2014.

- The Department has hired a Senior Development Manager whose work will focus on securing private funding to support the Gender Equality Principles Initiative and other projects of the Department.

[Proposed for FY14-15]

- Determine future of GEP Council and GEP Initiative.

Agree	Neutral	Disagree	Explanation
X			WE NEED TO GET CITY LEADERSHIP TO ATTEND AND HAVE ROLES. GET SUPERVISORS OR MAYOR TO SPEAK ...NEEDS TO GET TIED BACK IN TO CITY – Then we need a plan to spin off to someone else somehow. Maybe take statewide.
		X	The Dept. needs to rethink its economic equity agenda. Also, I've seen this idea of raising private funds for a number of projects for several years but I haven't seen any results. I think it might make better sense to prioritize given the current budget.
X			
	X		The GEP run by DOSW may have run its course.

3. Outreach on City's Business Licensing: Encourage the Office of Small Business to expand education among women entrepreneurs in the City's business licensing process.

- There has been no progress.

[Proposed for FY14-15]

- The Department will consider the Office of Small Business in its 3-year gender analyses plan.

Agree	Neutral	Disagree	Explanation
X			Need to look at data again.
	X		Is this a problem?
X			ADVANCES WOMEN'S ECONOMIC OPPORTUNITIES.
	X		We should have a follow-up on the findings of the joint Small Business Commission meeting with COSW. I am still perplexed why it took from January to about June for the Commissioners who vote against monitoring availability of affordable, quality child care in this City after the comments from women entrepreneurs at the meeting, that lack of child care presents a large obstacle for success for women in business.

4. Small Business Week: Assist in increasing participation of women-owned businesses at this annual event held annually in May.

- The Department assisted in publicizing the event through social media.

[Proposed for FY14-15]

- Continue to assist with public outreach.

Agree	Neutral	Disagree	Explanation
	X		Not sure how to do this ...maybe empower outside organizations? NAWBO...others, chambers and merchant groups to work with us.
		X	Is this a problem? If so, wouldn't our role be to advocate with the organizer of the event to ensure WBE participation?
X			ADVANCES WOMEN'S ECONOMIC OPPORTUNITIES.
X			

5. **Affordable, High Quality Childcare & Afterschool Programs:** Partner with other organizations to identify opportunities for new policies to promote affordable and high quality childcare and afterschool programs.
- In June 2014, DCYF gave an overview of its most recent Child Care Needs Assessment. [Proposed for FY14-15]
 - Have Department focus on this, as determined by the Commission. Will need to re-prioritize other tasks in order to allow for a focus on childcare.
 - Work into building code the requirement to include child care facilities in every new building.

Agree	Neutral	Disagree	Explanation
	X		This should go to Legislative Policy. It's a funding issue as well as others. Needs more strategic discussion.
		X	First 5, DCYF, and the CCPAC are funded to advocate for and fund affordable childcare. It is a tremendously important issue, but we need to think strategically about how DOSW can add value to the issue. I don't think this item does that.
X			ADVANCES WOMEN'S ECONOMIC OPPORTUNITIES.
X			I think that DOSW should first start monitoring child care availability in the City. I don't know that there needs to be a re-shifting of other priorities to do this. I think supporting CDYF in working on building code legislation or a member of the BOS would be most prudent.

Goal #3: Promote women and family economic security through legislative advocacy

Objectives

1. **Women and Family Friendly Workplace Policies:** Partner strategically with other organizations to increase public awareness of family friendly policies; organize at least one campaign per year; engage in the legislative process for policy solutions.
- Organized a Family Friendly Workplace Ordinance (FFWO) forum and business case fact sheet. Secured \$75,000 in FFWO outreach funding. The Department also presented on the FFWO to a delegation of Singaporean government officials.
 - The Department joined the San Francisco Family Support Network (SFFSN) policy committee along with DCYF, First 5, and other family-serving agencies. We will use this committee to collaborate with these organizations on FFWO, Children and Youth Fund efforts, and other family-centric policies.
 - Wrote letters and spoke with local and state officials in support of a number of family friendly policies including Paid Sick Leave and Paid Family Leave funding.
 - Participated in the Workplace Scheduling Taskforce (aka Predictability Taskforce) with Board President David Chiu and contributed to planning meetings to draft the policy proposals.

[Proposed for FY14-15]

- Designing a coordinated education campaign consisting of joint outreach with the Office of Labor Standards Enforcement (OLSE) and one capacity building grant to a community-based organization.
- Will seek a year-long Department Fellow to help with this effort beginning in January 2015.

Agree	Neutral	Disagree	Explanation
X			This seems important. And we should have a role in implementation
X			I'd like to see DOSW move forward with other policy initiatives.
X			VERY IMPORTANT FOR ADVANCING WOMEN'S ECONOMIC NEEDS.
	X		I don't know that I would designate a fellow to work on just this one issue. It seems that child care programs could also fall under women and family friendly workplace policies.

2. **Raise the Minimum Wage:** Given the fact that the majority of minimum wage workers are women, support efforts to increase the minimum wage.

- Ballot measure will go before voters.

[Proposed for FY14-15]

- Continue our working relationship with the U.S. Department of Labor Wage & Hour Division.

Agree	Neutral	Disagree	Explanation
XX			
	X		THIS WAS SUCCESSFUL. CAN NOW BE BACK-BURNERED FOR A WHILE.
	X		I disagree with the ballot initiative approach and would rather work on a legislative approach. I would rather that we work on a local and state rather than a federal approach. The federal standards are often lower than the local and state levels.

3. **Expanding the Economic Safety Net for Women and Families**

- The Department wrote a letter in support of AB 1579, the Healthy Babies Act, which would allow, as in a majority of U.S. states, pregnant women to become eligible for public assistance in the third trimester of pregnancy. We helped publicize its content on social media, researched public assistance access for pregnant women across the country, and wrote an opinion piece with WOMAN Inc.

[Proposed for FY14-15]

- Continue to monitor state legislation that affects women and girls.
- Develop overall agenda for a women's economic safety net that could be passed at the local level. Commission will need to re-prioritize other tasks in order to allow for this focus.

Agree	Neutral	Disagree	Explanation
	X		I think this is a 2016 strategy. We should do planning this year and see what else innovative we could do in 2016. No need to focus on federal issues now
XX			
	X		We need to stop victimizing women by keeping them in low income status and emphasize education and job skills training so that they have the means to support themselves and their families. Public funding is always in jeopardy so I believe in the empowerment approach.

4. Late Night Transportation

- The Department has actively supported the Late Night Transportation Hearing and Taskforce, and testified on the impact of gaps in late night transportation for women workers.

[Proposed for FY14-15]

- Continue to monitor local legislation that affects women and girls.

Agree	Neutral	Disagree	Explanation
X			Perhaps ask each city department to set up a "Women and Girls" liaison. Similar to Federal level, and then we have a go to person on issues like this.
X	X		
	X		We would do much better to talk about late night transportation to be inclusive of all workers, particularly immigrant families who don't have the means for alternative forms of transportation. This enlarges group support. A public transportation is not run for just women and girls.

V. Women's Health & Safety

Goal #1: Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.

Objectives

1. **Grant Administration:** Complete a Violence Against Women (VAW) Community Needs Assessment once every two grant cycles to regularly assess strengths and needs of survivors of gender-based violence. The vast majority of the Department's funds are dedicated to community programs specifically designed to address violence against women, including domestic violence, sexual assault, and human trafficking. Program categories include: 1) Crisis Lines, 2) Intervention/Advocacy, 3) Legal Assistance, 4) Shelter Services, 5) Transitional Housing, and 6) Prevention Education. The competitive RFP is slated for FY14-15 to begin a new 3-year grant cycle for FY15-18.
 - The Department recently conducted a comprehensive VAW Community Needs Assessment, which surveyed both existing Partner Agencies and non-funded agencies that serve populations including among them survivors of gender-based violence. The results from this study play a pivotal role in determining funding priorities for the upcoming 3-year grant cycle.
 - The VAW Prevention and Intervention Grants Program allocated nearly \$4M in grant funding directed to violence prevention and intervention services.
 - In August 2013, the Department issued a complete Request for Proposals for San Francisco's Response to Human Trafficking to combat and address the need for comprehensive services for human trafficking victims and ongoing anti-human trafficking efforts. The Department funded the San Francisco Options for Comprehensive Action for Youth.
 - In September 2014, the Department released a Request for Proposals for the next 3-year cycle of the VAW Grants Program (July 1, 2015 – June 30, 2018). This is an enormous undertaking which will take up most all of the staff time of the Grants Administrator. In addition to the currently funded Partner Agencies under the program, the Department has received proposals from many others seeking city funding for programs that address violence against women.

[Proposed for FY14-15]

- The Commission will approve the final awards at the December 10 Commission meeting.
- Continue funding programs that address violence against women.

Agree	Neutral	Disagree	Explanation
XXX			
X			THIS IS AN ABSOLUTELY VITAL PART OF DOSW'S MISSION. THE GOAL IS TO ASSURE THAT THESE FUNDS ARE EFFECTIVE AT THE CBO LEVEL.

2. **Citywide Non-Profit Fiscal and Compliance Monitoring Program:** Continue participating in the annual monitoring program led by the Controller's Office to ensure all applicable grantees are in compliance with standard accounting and management procedures.

- As a participant and part of the Citywide Non-Profit Fiscal and Compliance Monitoring Program, the Department attends the quarterly Steering Committee Meetings, participates in the Risk Assessment process, and in monitoring site-visits or self-assessments the shared fiscal and compliance monitoring of nonprofit organizations that have multiple City contracts. This program coordinated by the Controller's Office has standardized the way City departments conduct fiscal and compliance monitoring so that it is done efficiently and uses consistent standards and methods. Being one of the smaller funding Departments, we have been the lead for four agencies on average, and all but three of our currently funded agencies participate in the joint monitoring.

[Proposed for FY14-15]

- Continue to participate in this city-wide monitoring program.

Agree	Neutral	Disagree	Explanation
XXX	X		

3. Annual Partner Agency Conference: Convene a Partner Agency Conference focused on capacity building, to support the development of San Francisco non-profits and monitor its value by conducting a survey of participants with a satisfaction rate goal of 90%.

- The Department hosted the annual Partner Agency meeting on October 15, 2013. LYRIC and El/La Para Translatinas presented "Transgender 101 " to our Partner Agencies, which focused on topics ranging from gender identity, transgender experiences. They also distributed fact sheets and asked participants to imagine what a fully trans-inclusive community might look like. The San Francisco Police Department was also on hand to provide community resources around safety and talk about the City's Sanctuary City designation. Nineteen evaluation forms were returned and 95% rated the presentation as excellent or very good, and relevant to their needs.

[Proposed for FY14-15]

- This year's Annual Partner Agency Conference will address cultural competency, a key finding from the 2014 Community Needs Assessment.

Agree	Neutral	Disagree	Explanation
X	X		
X			IMPORTANT MEANS OF SEEING THAT DEPARTMENT FUNDS ARE USED EFFICIENTLY.
	X		I don't know if DOSW needs to be a lead host. I personally worked on the Equal Access to Services Ordinance in the late 1990s and cultural and linguistic competency is a policy of all City agencies and departments.

4. Data Analysis: Analyze quarterly data collected from Partner Agencies for contract compliance, programmatic monitoring, and to discern trends in the field; issue year-end performance summaries each fiscal year to the Controller's Office; offer ongoing technical assistance to grantees in the collection and submission of data through the quarterly grant reports.

Monitor the following performance measures:

- a. Number of hours of supportive services.
- b. Number of unduplicated individuals served.
- c. Individuals served for which English is not the primary language..
- d. Number of crisis line calls.
- e. Number of shelter bed-nights.
- f. Number of individuals turned away from shelters.
- Partner Agencies are required to submit quarterly Service Data Reports based on their Grant Plans. The Fourth Quarter Services Reports are due at the end of July 2014, and will be summarized in the Annual Performance Year End Performance Summary Report. Once finalized, the report will be presented to the Commission, the Mayor's Office and the Board of Supervisors, as well as posted on the Department's website.
- Beginning in FY 2013-2014, the Department revised the VAW Grants Program Quarterly Report Template. It now has a simplified Summary of Services section, and Partner Agencies are asked to collect and report demographic data on transgender clients, in addition to gender by male / female, age and ethnicity; overall client demographic data, including history of violence, disability status, sexual orientation and housing and veteran status. This information provides a comprehensive snapshot of clients served and better information for our funding.

[Proposed for FY14-15]

- Continue to provide public reports of the performance of the Partner Agencies.

Agree	Neutral	Disagree	Explanation
XX			
X			When collecting and reporting on the data, I'd like to see DOSW separate out preventive and education measures from services to survivors.
X			IMPORTANT WORK TO ENSURE EFFECTIVE USE OF GRANT DOLLARS.

- 5. Programmatic Monitoring of Partner Agencies:** Develop guidelines for programmatic monitoring of Partner Agencies; new programmatic monitoring procedures will be implemented in the next grant cycle, with 33% of grantees monitored each year of the cycle beginning in 2015-2016.

- Not yet begun.

[Proposed for FY14-15]

- This project will have to be postponed to FY15-16 as all energy this fiscal year will be directed to the RFP for the new 3-year cycle.

Agree	Neutral	Disagree	Explanation
X	X		
X			THIS SHOULD BE A PRIORITY TO ENSURE THE GRANT MONEY IS GOING TO THE AGENCIES THAT PROVIDE EFFECTIVE AND CULTURALLY APPROPRIATE SERVICES.
X			As president, I was the first to call for field trips to partner agencies. We need to continue to visit our partner agencies and ask them for feedback and also make sure that they are responsive to community needs.

Goal #2: Create a seamless City response to domestic violence.

Commissioner Comment: *Some of these objectives seem duplicative. Why not streamline them?*

OBJECTIVES

1. **Justice & Courage Project:** Wrap up the work of the Justice and Courage Oversight Panel efforts by issuing a final report by August 2014; continue following work of Justice & Courage through the following efforts led by the Department.
 - a. Safe Housing for Domestic Violence Survivors
 - b. Regular meetings with Department Heads and senior Court officials
 - c. JUSTIS implementation
 - The Department issued the *Justice & Courage Final Report*, which tracked the recommendations that were complete and which need continued work through the Family Violence Council.
 - The Department organized and trained all San Francisco Housing Authority staff in domestic violence with Housing Subcommittee.
 - The Department obtained funding for two domestic violence advocates to be placed at San Francisco Housing Authority (SFHA) through the Justice & Courage Oversight Panel, and submitted detailed comments to SFHA's annual plan on violence against women.
 - The Department has organized two meetings with Police Chief Greg Suhr, and a meeting with District Attorney George Gascón, and a separate meeting with Chief Adult Probation Officer Wendy Still.
 - The Department is working with San Francisco Police Department on policies for referring cases to Child Protective Services when children are present during a domestic violence incident.
 - Department staff attended meetings of the JUS.T.I.S. Governance Council and domestic violence data is expected to become available by December 2014.
- [Proposed for FY14-15]
- Activities formerly conducted by the Justice & Courage Oversight Panel have been transitioned to a Domestic Violence Policy and Issues Subcommittee of the Family Violence Council, which will take up those recommendations still in progress from the original reports.

Agree	Neutral	Disagree	Explanation
XX			
		X	DOSW has achieved this goal. Yay! So you don't need this in the strategic plan.
	X		THIS PROJECT IS APPROPRIATELY WRAPPING UP. I DON'T KNOW WHY THIS IS ON THIS SURVEY AS A STRATEGIC PLAN GOING FORWARD.

2. Domestic Violence Monitoring: Monitor the following city-wide measures.

- a. Number of domestic violence incident reports made to the Police Department.
- b. Number of domestic violence calls made to 911.
- Annual City-wide performance measures will be submitted to the Controller's Office no later than September 1, 2014. These updates will be revised to reflect final figures following submission.
- As a result of 12 years of focused work address domestic violence, San Francisco achieved 44 months free from domestic violence-related homicides (June 2010 – January 2014)

[Proposed for FY14-15]

- Continue to monitor the number of domestic violence incident reports made to SFPD and the number of domestic violence calls made to 911. These two sets of data are routinely collected and reported to the Controller's Office. This year, data collected will contribute to the upcoming *Status of Women in San Francisco* report.

Agree	Neutral	Disagree	Explanation
XXX			
		X	Shouldn't this item be to Monitor and Convene to Address domestic violence? We aren't monitoring for monitoring sake. Combine monitoring, chairing FVC, Dept. head meetings, working with advocates to address domestic violence.

3. Workplace Domestic Violence Policy: Develop and implement a workplace policy on domestic violence for the City & County of San Francisco.

- The Department created the "Domestic Violence in the Workplace" brochure, and is working with Human Resources Department to create Workplace Policy on Domestic Violence, Sexual Assault & Stalking.
- The Department trained 100 HR professionals on domestic violence in October 2013.
- The Domestic Violence & Workplace Brochure is finalized and will be distributed to all city employees through Department of Human Resources.
- Conduct training for HR staff on domestic violence.

[Proposed for FY14-15]

- Finalize workplace policy on domestic violence for City and County of San Francisco.

Agree	Neutral	Disagree	Explanation
XXX			
		X	I thought it was final? Isn't this goal achieved? Maybe we want to monitor it's implementation?

4. Legislative Advocacy

- The Department obtained approval through the City's State Legislation Committee of support for AB 1653 (Domestic Violence & CalWORKS).
- The Department advocated to change victim compensation regulations preventing sex workers from accessing compensation.

[Proposed for FY14-15]

- Amend and update the Family Violence Council Ordinance. There are a number of key departments (e.g., Juvenile Probation Department) that should be included as members. Also there is a need to add the domestic violence issues and policy subcommittee to the formal structure of the Council.

Agree	Neutral	Disagree	Explanation
X			Good to have local focus, but it's also important to think of how this could be a best practice for other counties.
XX			
X			DOSW SHOULD TAKE A LEAD ON LEGISLATIVE ADVOCACY AND IDENTIFYING PLACES THAT WE CAN MAKE A MATERIAL IMPACT

5. Domestic Violence Awareness Month: Support the kick-off event annually in October and increase media coverage of the event by 5% annually beginning to benchmark in 2014. Coordinate with Department on the Environment on the Annual Cell Phone Drive in October to raise awareness of domestic violence.

- City Hall was lit in purple for first time in honor of Domestic Violence Awareness Month on October 2013. It has been lit up again in October 2014.
- In October 2013 and 2014, the Department partnered with the Department on the Environment and coordinated the 6th and 7th Annual Cell Phone Drive to raise awareness to highlight October as collected and recycled almost 200 cell phones.

[Proposed for FY14-15]

- Institute lighting City Hall purple as an annual event.

Agree	Neutral	Disagree	Explanation
X			MAINTAIN THESE EFFORTS. ASK CBO ORGS TO LEAD
XX	X		

6. One Billion Rising: Support this event, co-sponsored with the Mayor's Office, V-Day, and Filipina Women's Network, which brings attention to the global effort to fight violence against women by expanding the number of community partners and increasing the number of participants by 10% each year beginning in 2015 with a goal of 5,500.

- The Department organized the first ever Violence Against Women Legal Clinic in March 2014 in connection with 2014 One Billion Rising.

- The Department worked closely with V-Day, Filipina Women's Network, Mayor Lee's office, District Attorney's office, and several partner agencies to put together the second annual San Francisco One Billion Rising for Justice event. Around 2,000 community members attended the event to demand a stop to violence against women and girls.
[Proposed for FY14-15]
- Continue the collaboration on a 2015 event, scale and scope to be determined.

Agree	Neutral	Disagree	Explanation
		X	I think smaller event could have bigger impact. Crowd building is NOT the Department or Commission's job.
X			MAINTAIN THESE EFFORTS. ASK CBO ORGS TO LEAD
	X		Seems duplicative with Domestic Violence month – could these events be combined for maximum impact?
	X		

Goal #3: Coordinate community-based and City-wide family violence prevention and intervention, including elder abuse, child abuse, and domestic violence efforts in San Francisco through the Family Violence Council.

Objectives

- Meetings:** Convene 4 quarterly meetings of the Family Violence Council annually with a participation rate goal of 90% of council members at each meeting, as well as any committee or ad hoc meetings necessary.
 - The Department continues to convene quarterly meetings.
 - The Department celebrated its 5th anniversary of the Council in November 2013.
[Proposed for FY14-15]
 - Continue to staff the Family Violence Council.

Agree	Neutral	Disagree	Explanation
X			
X			MAINTAIN THESE EFFORTS. ASK CBO ORGS TO LEAD
X			But see comments about streamlining.
X			The Family Violence Council has been one of the most effective vehicles in comprehensively dealing with violence prevention.

- Intervention Services:** Partner with government and community agencies to identify gaps in intervention services, and create a structure for addressing those gaps by increasing reporting with a goal of decreasing the annual homicide rate for all forms of family violence (child abuse, domestic violence, and elder abuse).
 - The transition of Justice & Courage Oversight Panel to the Family Violence Council will address these gaps.
 - The Department organized successful training for all Department of Child Support Services staff on domestic violence.
 - The Department updated the Domestic Violence Informing Notice given to CalWORKs clients.

- SFPD has unanimously approved two general orders on domestic violence and member-involved domestic violence.
- [Proposed for FY14-15]
- Conduct at least 4 Department Head Meetings on domestic violence policy issues.

Agree	Neutral	Disagree	Explanation
X			GREAT IDEA... but make it FAMILY VIOLENCE not just DV
X			MAINTAIN THESE EFFORTS. ASK CBO ORGS TO LEAD
X			
		X	I'm not really a fan of holding meetings to hold meetings. Are all these meetings necessary? Shouldn't the FVC meetings be sufficient? Why not say conduct Dept. Head Meetings as necessary?

3. **Resources:** Produce annually the *Report on Family Violence in San Francisco* to be submitted to the Mayor, the Board of Supervisors, and the community at large.
- The Department is currently in the final stages of drafting *Family Violence Council Report for 2011-2012 and 2012-2013*, and plans to publish it in FY 2014-2015.
- [Proposed for FY14-15]
- Complete the annual report in a timely manner.

Agree	Neutral	Disagree	Explanation
XXX			
X			The Family Violence Council Report is important documentation to measure the effectiveness of various programs. I think the Report was necessary to get in the budget decision process to enhance or at least not diminish the budget on direct services agencies working with victims/survivors and families affected by violence.

Goal #4: To advance the policy agenda and public awareness to prevent and curtail the trafficking of women and girls in San Francisco.

Objectives

- Mayor's Task Force on Human Trafficking:** Continue to staff Mayor's Task Force and various subcommittees; continue collaboration with the U.S. Attorney's Office and provide an update for the government executives briefing conference held annually in January.
 - The Department created a data tool that city and non-profit agencies will use to track data on human trafficking, and put together a proposal for a 24-hour response to child sex trafficking and is working to get it funded.
 - The Department presented at the US Attorney's meeting of task forces in January.
 - The Department staffs meetings of Task Force, including bimonthly general meetings, monthly child sex trafficking meetings, quarterly massage parlor meetings, and bimonthly sex worker meetings.

- The Department signed onto letter in support of petition to California Supreme Court to take review of a problematic appellate decision involving a juvenile who was charged with prostitution.
- The Department authored two op-ed pieces on human trafficking and met with an editor at *San Francisco Chronicle*, which subsequently ran a series of editorials on trafficking.
- The Department is participating in Core Team of a Demand Abolition project focused on buying of minors and predatory sex buyers.
- The Department joined the Advisory Team for the SafeNight smartphone app by Caravan Studios, which matches trafficked survivors with hotel space and resources.

[Proposed for FY14-15]

- Participate in planning on trafficking efforts around Super Bowl 2016.
- Gather and publish data from data tool for first 6 months of FY 2014-2015.
- Create outreach materials to be used by massage inspection teams.
- Create protocols to facilitate reporting by sex workers of violent predators.
- Identify funding for 24 hour emergency response to child sex trafficking.

Agree	Neutral	Disagree	Explanation
X			This is important to discuss. A lot of work. Not sure Commission aware of much of this.
X			AS A GENERAL STATEMENT, HUMAN TRAFFICKING SHOULD DOVETAIL WITH DOMESTIC VIOLENCE EFFORTS.
XX			

2. Human Trafficking Notice Law (SB 1193): Execute the human trafficking notice law outreach effort; together with other city agencies, monitor compliance; develop recommendations for changes to the program.

- The Department conducted comprehensive outreach to San Francisco businesses on human trafficking notice: the Department mailed the poster to 687 affected businesses, and followed up with a "Day of Action," with 33 volunteers visiting 17 neighborhoods in person to check on the status.
- Department staff and Commissioners participated in a Department of Public Health massage parlor inspection and provided 200 posters.

[Proposed for FY14-15]

- Take up these enforcement measures through possible state legislation. Would require re-prioritization of other issues.

Agree	Neutral	Disagree	Explanation
	X		Who else could lead this type of legislative priority? DA?
	X		Not clear what enforcement measures we're talking about.
X			
		X	The state lawmakers and the AG should be sending notices to state licensing agencies – particularly business licensing and alcohol and tobacco licenses to send out notices and enforce the regulations. Respective agencies should also be developing

			enforcement regulations. I say this as a enforcement attorney for a state agency. The piecemeal approach has been ineffective and DOSW does not have the authority to enforce and safety of volunteers could be placed in jeopardy. We do not need more legislation but enforcement of current legislation. Much of this has to do with state budgeting and personnel to do inspections. The lack of effective implementation of SB 1193 highlights the need to work with legislators and staffers who are experienced at crafting legislation to incorporate funding and effective mechanisms for implementation.
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3. San Francisco Collaborative Against Human Trafficking (SFAHT): Develop a plan and execute the transition to an independent organization by identifying a candidate organization by July 2014 and completing the transition by December 2014.

- The Department helped organize a successful conference on Child Sex Trafficking in August 2013, where an original video about a locally trafficked survivor was debuted. It is posted on YouTube, and has had 4,849 views to date. There were 187 participants, from CEOs to government agencies, schools, neighboring counties, and other states.
- The transition of SFAHT staffing to National Council of Jewish Women San Francisco Chapter is complete. The website is in process of transition.

[Proposed for FY14-15]

- The Department will provide support as appropriate to the next SFAHT Conference on Labor Trafficking on Wednesday, December 3.

Agree	Neutral	Disagree	Explanation
		X	This effort is going to die without city leadership. I think the Mayor's Task force needs a better plan to work with community partners. Frank discussion needed.
X	X		
X			As one of the Commissioners pulled in to be a co-Chair of SFAHT, we need to place the responsibility back in the member organizations of SFAHT. Commissioners and DOSW staff should not be tasked with doing the work of organizations who should be doing the work.

4. Legislative Advocacy

- The Department obtained approval through the City's State Legislation Committee of support for AB 2035 (Commercial Sexual Exploited Youth and Child Welfare System). The Department participated in statewide advocacy for increased funding for child welfare system to respond to Commercial Sexual Exploited Youth which resulted in \$19 million in state funding.

[Proposed for FY14-15]

- The Department will continue to monitor state legislation related to human trafficking.

Agree	Neutral	Disagree	Explanation
X			The Department should have a plan to involve commissioners in this advocacy.
XXX			

5. Human Trafficking Awareness Day: Coordinate this event held annually in January; conduct a Teen Poster Contest; track the number of submissions with the goal of increasing participation annually by 5%; explore resources to incorporate an educational outreach component at the high school level.

- Very successful distribution of posters; all have been distributed, and School District agreed to post in wellness centers.

[Proposed for FY14-15]

- Collaborate with US Fund for UNICEF and Youth Commission to include an educational outreach component for FY 2014-2015 contest.

Agree	Neutral	Disagree	Explanation
X			Love this effort.
X	X		
		X	The Mayor's Task Force and SFCAHT should take joint responsibility for this event.

VI. GIRLS

Goal #1: Ensure all girls in San Francisco have equal access to social services and education.

Objectives

- 1. Girls and Science, Technology, Engineering, and Math (STEM) Careers:** Explore private and public partnerships with organizations such as American Association of University Women, UC San Francisco, and San Francisco Bay Area technology companies.

- There has been no progress.

[Proposed for FY14-15]

- Reach out to organizations to address this issue.

Agree	Neutral	Disagree	Explanation
X			What is school district doing? This should be our main focus.
X			DEFINE MEASURABLE GOALS AND MEASURES OF SUCCESS
		X	I think the DOSW is stretch too thin. I think this could be considered as part of a rethinking on the economic equity agenda.
	X		We do not have a particular focus. Let AAUW take the leadership if it wants to but DOSW is already pulled in too many directions. Also, many women “educators” involved in this project who are not educated in STEM and seemed to have a misunderstanding of how girls get interested in STEM.

- 2. Alliance for Girls:** Help build the capacity of girls service providers by meeting at least twice a year with the Alliance for Girls.

- The Department and Commission have invested considerable time on building a collaboration with the Alliance for Girls and building the capacity of the Alliance leadership.

[Proposed for FY14-15]

- Continue to partner with the Alliance for Girls on local issues affecting girls.

Agree	Neutral	Disagree	Explanation
X			Need a specific goal for Girls for 2015.
X			DEFINE MEASURABLE GOALS AND MEASURES OF SUCCESS
	X		Again, not sure what the meetings are for – why not meet if needed?
	X		

- 3. Monitor Funding for Girls Services:** Ensure equitable funding of girls services by the City by supporting increases to city-wide funding, including renewal of the Children’s Fund in 2014.

- The Department and Commission supported a focus group with girl-service providers, reviewed and edited the subsequent Community Needs Assessment (CNA), and met with DCYF leadership to discuss the gender analysis and future collaboration.

- The Department successfully advocated for the inclusion of gender-responsive language in the Children and Youth Fund Charter Amendment such as “ensuring children are provided with gender-responsive and culturally-competent services” as a goal of the fund and adding to fund-use eligibility: “Services responsive to issues of gender, sexual orientation, and gender identification, including, but not limited to, services to address the needs of girls and LGBTQ communities.”
- Department staff is working with Equal Rights Advocates (ERA) to survey Title IX compliance at SFUSD high schools. These efforts have included conversations with the SFUSD Title IX Coordinator and individual high schools.

[Proposed for FY14-15]

- The Department will assist ERA with its fall Title IX Forum as well as make recommendations for increased awareness and therefore more complete compliance.

Agree	Neutral	Disagree	Explanation
X			What is plan for implementation of Children's' amendment? The Commission needs an aggressive plan.
XX	X		

Goal #2: Ensure all women and girls have access to adequate and appropriate healthcare.

Objectives

- 1. Healthy Mother's Workplace Coalition:** Continue to participate in the Coalition and increase public awareness by organizing one outreach event annually.
 - The Coalition started its second year. The Department is in progress of doing outreach, and has reached about 5,000 contacts.
 - The Coalition has established a goal of 150% increase in the companies who participate.
 - The Coalition organized a book event and discussion on California's Paid Family Leave policy, and organized advocacy efforts to achieve funding. Through the state legislative process, the Coalition secured \$2 - \$5 million in state disability funds to be directed to outreach.
 - Department partnered with the Coalition to host the 2nd Healthy Mothers Workplace Award ceremony.
- [Proposed for FY14-15]
- Continue participating in the Coalition.

Agree	Neutral	Disagree	Explanation
X			This has Statewide possibilities. We should discuss.
		X	I think the DOSW should explore policy efforts to continue this work.
XX			

- 2. Affordable Care Act:** Support the City's outreach efforts for this law by presenting at one community event annually.
 - The Department presented an overview on the Affordable Care Act to the Department's Partner Agencies in October 2013 during the Annual Partner Agency Conference, and

provided flyers for agencies to give to clients. Department staff also presented this information at the October Commission meeting.

3. Legislative Advocacy

- The Department analyzed the sugar-sweetened beverage tax legislation sponsored by the Board of Supervisors.

[Proposed for FY14-15]

- Develop local ordinance in response to the court's actions to strike down buffer zone legislations.

Agree	Neutral	Disagree	Explanation
X			The Department should work with Supervisors on issues like this.
		X	I think the department is stretched too thin. I'd rather focus efforts more strategically.
	X		HAS THIS BEEN AN ISSUE IN SF?
	X		I do not know if staff has adequate expertise to present to other agencies. I say this as a Senior Staff Counsel at the Department of Insurance and as a former legislative aide and member of the CA Democratic Party Executive Board for over a decade. I think it would be more prudent to actually get presenters who are working on the issues firsthand on a daily basis.

VI. DEPARTMENT ADMINISTRATION

Goal #1: Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.

Objectives

1. Staff Development: Continue to conduct annual performance evaluations for all staff and promote the professional development of staff year-round; ensure that each staff member participates in professional development, attending at least 1 training/conference per year.

- Of all six paid staff members, each has attended at least one training or conference:
 - Leadership San Francisco
 - Domestic Violence Lethality Assessment
 - Women's Policy Summit
 - UN NGO CSW Forum in New York
 - UN HRC Session in Geneva

[Proposed for FY14-15]

- Seek training opportunities for every staff member and have each attend at least 1 training/conference per year.

Agree	Neutral	Disagree	Explanation
		X	No international travel for staff. The Department needs to evaluate and discuss whether attending conference is valuable. Other possibilities as staff identify?
	X		CONFIRM THAT TIME SPENT GENERATES RETURNS IN SKILLS TO THE DEPARTMENT. CONFERENCE ALONE NOT VALUABLE
	X		I'd like the ED to focus on staff retention.

2. Internship Program: In January annually, recruit, interview, and, by April, place 2-3 summer collegiate interns to support the work of the Department from June through August; during the same time period, recruit, interview, and place 2-3 graduate-level interns to support the work of the Department from September through May; provide high quality mentoring and supervision to all interns placed with the Department.

- In the summer of 2013, the Department hosted 2 undergraduate interns, and 2 graduate fellows.
- In the fall of 2013, the Department hosted five Public Policy Fellows at the office who became an integral part of the Department team. We also hosted a graduate student for a short time who worked on a stand-alone project.
- In the summer of 2014, the Department hosted four undergraduate summer interns.

[Proposed for FY14-15]

- Seek a year-long Department Fellow for the Family Friendly Workplace Ordinance outreach, to begin in January 2015, and other priority policy areas. Continue to offer internship/fellowship opportunities for undergraduate, graduate, and individuals in transition.

Agree	Neutral	Disagree	Explanation
X			This is an amazing program. The Department recruits fantastic fellows. We are very lucky.
XX			

3. **Work Environment:** Maintain safe and healthy work environment for all staff and maintain a goal of no expenditures on workers' compensation claims; continue annual participation in the Shape Up San Francisco program, the October Combined Charities Campaign, and work with other City departments at 25 Van Ness Avenue to host health events for employees.

- The Department has maintained a record of zero workers' compensation claims.
- The Department participated in Shape Up San Francisco, which ended last month.
- October marks the kick-off of San Francisco's annual Heart of the City Combined Charities Campaign. Last year, the annual "Building Community Through Giving!" campaign raised more than \$1.2 million; Department staff and Commissioners raised \$1,386.

[Proposed for FY14-15]

- Continue participating in the Mayor's Wellness Initiative.
- New staff will be provided with ergonomic working environments.

Agree	Neutral	Disagree	Explanation
		X	The ED should focus on staff retention.

4. **Performance Measures:** Continue to track data that reflects the status of women in San Francisco and the quality of work carried out by the Department by meeting all reporting deadlines.

- Annual City-wide performance measures will be submitted to the Controller's Office no later than September 1, 2014. These updates will be revised to reflect final figures following submission.

[Proposed for FY14-15]

- The Department will continue tracking data that reflect both the status of women in San Francisco and the work executed by Department personnel and programs. This data is routinely collected and reported to the Controller's Office. This year, data collected will contribute to the upcoming *Status of Women in San Francisco* report. Department staff will also explore tracking additional health and efficiency indicators in the coming years.

Agree	Neutral	Disagree	Explanation
XX			

5. **Annual Report:** Publish an annual report which is then posted on the Department website.

- Department staff is currently drafting the *FY 2013-2014 Annual Report*.

6. **Budget & Fund Development:** On an ongoing basis, pursue strategies to increase departmental resources necessary for addressing the needs of women and girls; secure at least one outside grant.

- **Budget**

The Department received the following increases this fiscal year (FY 2014-2015):

- 10% Across-the-Board Increase for all Partner Agencies to support services that address domestic violence, sexual assault, and human trafficking.
- 1.5% Cost of Doing Business Increase to all grantees.
- In partnership with OLSE and a community based organization, the Department secured \$75,000 to fund Family-Friendly Workplace Ordinance outreach in partnership with community-based advocacy organizations.
- \$110,000 to fund two domestic violence advocates to be housed on site at San Francisco Housing Authority.

- **Grants**

- The Department currently oversees the Office on Violence Against Women San Francisco Domestic Violence Lethality Risk Assessment Project, a collaborative effort with the San Francisco District Attorney's Office, La Casa de las Madres, Asian Women's Shelter, Asian Pacific Islander Legal Outreach, and Mujeres Unidas y Activas funded under the Grants to Encourage Arrest Policies and Enforcement of Protection Orders Program. This project seeks to improve the criminal justice system's response and support services for Limited English Proficiency (LEP) victims of domestic violence and dating violence in San Francisco. Grant-funded work began on January 1, 2013 and is scheduled to conclude on December 31, 2014. In February, the Department applied for a continuation award; the application is pending.
 - The Department currently has two staff people actively working on fund development. The Department regularly seeks development opportunities ranging from individual gifts to large grants.
- [Proposed for FY14-15]
- The coming fiscal year, development staff will focus on raising funds for two major initiatives: the Gender Equality Principles Initiative and the Cities for CEDAW Campaign. Staff will also explore additional sources of state and federal funding.

Agree	Neutral	Disagree	Explanation
	X		The Department needs to go back to BOS for better funding for some of our work, since now we will not have development staff.
		X	DOSW should focus on charter-mandated activities.
X			

Goal #2: Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.

OBJECTIVES

1. **Information and Referrals:** Continue to provide high quality customer service by responding to constituent requests in a timely fashion, including members of the public, members of other City agencies, and elected officials by maintaining record of no complaints; report to the Commission on trends at least once a year.
 - There have been no complaints of the Department or Commission.

- Staff has developed a system for quantifying the numbers of information requests and referrals the office receives.

2. Public Outreach: Comply with all public meeting requirements; maintain a current website that is updated at least once every 2 weeks.

- The Department and Commission website is up to date and is updated regularly.
- In FY 2013 – 2014, the website was visited 6,247 times, 75% (about 5,000) of which were first time visits.

[Proposed for FY14-15]

- Continue to monitor metrics.

General Commissioner Comments: *First, the Department is to be commended for its many great accomplishments in the past year. I appreciated reading through the work done under the various objectives as it reminded me that the staff is so hard-working and dedicated. And I think DOSW offers interns and volunteers great opportunities to do valuable work and the City truly benefits from their efforts. So great job to everyone!*

I think the Strategic Plan offers great insight into the activities of the Department and sets forth a work plan. But to me, it doesn't read like a strategic plan. I don't really see a strategy moving toward a desired outcome or outcomes. Maybe that's ok. Maybe we should think of this as a work plan setting forth the activities that the Department will carry out in the next year.

I see the lack of strategy with desired outcomes most in the economic agenda. There are a number of important issues identified, but I don't see really see a strategy on how this small (but might!) department can add value to helping women in SF achieve economic parity. I'd love to see the Department move toward a more effective approach.



FISCAL YEAR 2013 -2014 **ANNUAL REPORT**

CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT ON THE STATUS OF WOMEN

LETTER FROM THE COMMISSION PRESIDENT NANCY KIRSHNER-RODRIGUEZ



Dear Friends:

It has been an honor and privilege to serve as President of the San Francisco Commission on the Status of Women since September of 2013. I want to thank my colleagues on the Commission and the dedicated staff at Department on the Status of Women for their support and leadership as we all work together to address critical issues confronting San Francisco's women and girls. In the past year, we have continued to provide strong local leadership and have also made an impact in national and international efforts to improve women's rights and opportunities.

Our significant successes included working with the Alliance for Girls and the Department on Children, Youth and Their Families to ensure that the recently passed Children's Amendment language included specific references to gender and will create a new level of direct service work for girl serving organizations.

We worked with Mayor Edwin M. Lee to begin a new city tradition of lighting City Hall purple at the beginning of Domestic Violence Awareness month and how magnificent it is for all our community agencies to see the respect for their work that this action demonstrates. With our support, the Board of Supervisors passed a first in the nation Family Friendly Workplace Ordinance. We held a conference on Child Sex trafficking that attracted participants from all over the state and launched an innovative human trafficking intervention program with community partners. In January, the Gender Equality Principles Challenge brought forward new and innovative actions by many prominent San Francisco Bay Area Companies. In February, we again joined with V-Day on the 14th to participate in One Billion Rising, a global action to end violence against women and girls.

In March, I was proud to open the Women's History celebration at the Board of Supervisors and join in the recognition of some extraordinary San Francisco Women leaders! And of course we journeyed to New York; more than 50 strong in the SF Bay Area delegation to the UN Commission on the Status of Women's 58th meeting. As they say -San Francisco was IN THE HOUSE!!! We demonstrated our solidarity with women across the globe by launching Cities for CEDAW with the Women's Intercultural Network and the NGO - CSW as a vehicle to engage other US Cities to implement a CEDAW framework in local communities. With Mayor Lee's commitment, I addressed the Women Mayors at the Annual Meeting of the US Conference of Mayors and we were able to get the Mayors to pass a resolution supporting this initiative. We now plan to move forward to update our CEDAW ordinance for the next decade.

I believe that our greatest successes come from our strong partnerships across government, and with our community non-profit and for-profit allies. Generous support from the Friends of the Commission on the Status of Women has also enabled us to expand our work on numerous issues and provide opportunities for young women policy makers to join the DOSW team as fellows and change-makers. From the Justice and Courage Report to the Cities for CEDAW Campaign, we are providing ground-breaking leadership. Thank you for supporting our team and being on the forefront of changing the way government works for women and girls.

A handwritten signature in dark ink that reads "Nancy Kirshner-Rodriguez". The signature is fluid and cursive, with a long, sweeping underline.



LETTER FROM EXECUTIVE DIRECTOR EMILY M. MURASE, PHD

Dear Friends,

As President Kirshner-Rodriguez recounts in her letter, and what is documented in the following pages, is an accounting of the key advances in women's human rights in San Francisco and beyond, conducted by one of the strongest Commissions on the Status of Women in the country. I am often reminded of how fortunate we are to live in a City that is so committed to women's human rights, indeed the first city in the world to enact a local ordinance reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. Our

Mayor, Mayor Edwin M. Lee, has taken the City's commitment a step further by challenging other U.S. cities to follow our example and enact similar measures in their communities. We hope that by the time the U.S. Conference of Mayors Annual Conference comes to San Francisco in June 2015, that there will be many cities that have joined our "Cities for CEDAW" campaign.

I want to especially thank my small but mighty staff for exceptional dedication to this work. This past year, we have had to say good-bye to a number of long-time staff members. In their place, highly talented folks have brought new energy to the work of the Department. And we have benefited greatly from the steady stream of exceptional Policy Interns and Policy Fellows who have volunteered at the Department. We could not have accomplished so much without the help of many colleagues, and I would like to acknowledge the many community supporters who make our work possible.

A handwritten signature in cursive script that reads "Emily M. Murase".

ABOUT THE COMMISSION

The Commission on the Status of Women was established in 1975 to ensure the equitable treatment and foster the advancement of the women and girls in San Francisco through programs, policies and legislation. The Commission is comprised of seven members appointed by the Mayor.

In 1994, the Department on the Status of Women was established when voters approved Proposition E, which created a permanent Department to carry out the mission and policies of the Commission. In 1998, San Francisco became the first city in the world to adopt a local ordinance reflecting the United Nations Convention on the Elimination of All Forms of Discrimination Against Woman (CEDAW), and international bill of rights for women and girls.

Commission Members *(Pictured right)*

Nancy Kirshner-Rodriguez, President

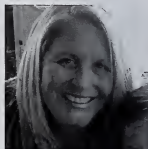
Andrea Shorter, Vice President

Amy Ackerman, Commissioner

Mary Jung, Commissioner

Alicia Gamez, Commissioner

Julie D. Soo, Commissions



Current Department Staff

Emily M. Murase, PhD, Executive Director

Minouche Kandel, Women's Policy Director

Stephanie Nguyen, Fiscal & Policy Analyst

Carol Sacco, Associate Director

Iris Wong, Management Assistant



Previous FY 2013-2014 Department Staff

Cynthia Vasquez, Executive Coordinator

Aimee Allison, Media & Community Affairs Director

Ann Lehman, Senior Gender Advisor

Elizabeth Laferriere, Legislative Director

Stacey Hoang, Fiscal & Development Director



FY 13-14 Year-Long Fellows and Interns

Grace Fisher, Oxford University – Policy Fellow

Tara Gamboa-Eastman, UC Berkeley – Gender Equality Principles Fellow

Kristin Snell, UC Berkeley – Policy Fellow



FY13-14 Summer Policy Interns

Sarah Scriven, Duke University

Eva Morgenstein, Smith College

Emma Williams-Baron, Reed College

Celia Mae Flinn, Claremont McKenna College

MAJOR EVENTS

San Francisco Collaborative Against Human Trafficking Conference on Ending Domestic Child Sex Trafficking August 2013

The Conference featured an original video, "A Day in the Life of a Victim of Child Sex Trafficking," produced by Department staff, which was very well received by attendees.

CEDAW Women's Human Rights Awards Luncheon – September 2013

The annual luncheon organized by the Friends of the San Francisco Commission on the Status of Women took place on September 30, 2013 at Julia Morgan Ballroom of the Merchants Exchange Building. The event honored 12 exceptional individuals and 1 corporation that participated in the Gender Equality Challenge. Awardees are pictured below.



© Friends of the San Francisco Commission on the Status of Women

Bottom starting from left: Susan Swan (Leadership), Marilyn Fowler (Community Building), Louise Renne (Law), Caryl Ito (Legacy), Akiko Yamazaki (Philanthropy), Top Starting from left: Patricia Bovan, Friends of Commission on the Status of Women, Marily Mondejar, President, Friends of the Commission on the Status of Women, Twitter (Corporate; Represented by Adam Messinger, CTO), Honorable Cassie Doyle (International Comity), Fabiola Kramsky, Univision, Brenda Wright (Economic Empowerment), Paul Henderson (Violence Prevention), General Antonio Taguba (Government), Dr. Emily Murase, Executive Director, Department on the Status of Women. Not pictured: Elmy Bermejo (Labor)

Domestic Violence Awareness Month – October 2013 (See page 7)

The Department organized the inaugural "Shine the Light on Domestic Violence" event to kick-off October as Domestic Violence Awareness Month. For the first time ever, City Hall was lit purple, the official color of domestic violence awareness. The event also celebrated San Francisco going 40 months without a domestic violence homicide.

Family Violence Council 5th Anniversary – November 20, 2013

Human Trafficking Awareness Month – January 2014

One Billion Rising San Francisco – February 14, 2014

The second annual One Billion Rising San Francisco took place at Civic Center on Valentine's Day. Mayor Edwin Lee, Board of Supervisors President David Chiu, and District Attorney George Gascón joined community advocates to speak out for justice and demand an end to all forms of violence against women. As a follow-up to the event, the District Attorney's Office and the Justice & Diversity Center of the Bar Association of San Francisco organized the inaugural free legal clinic for survivors of domestic violence & sexual assault at Hastings College of Law.

10th Annual Women's History Month Awards Ceremony & Reception: *Celebrating Women of Character, Courage, and Commitment* – March 4, 2014

The Board of Supervisors, District Attorney George Gascón, and Mayor Edwin Lee each recognized leaders in the community who have demonstrated courage, commitment, and leadership at City Hall, followed by a reception hosted by the Friends of the San Francisco Commission on the Status of Women.

Justice & Courage Oversight Panel on Domestic Violence Policy Reform sunset – June 5, 2014

During the 12 years of the oversight panel, 120 out of 169 recommendations were implemented. The remaining 49 pending recommendations have will be continued through a subcommittee of the Family Violence Council.

POLICY LEADERSHIP

United Nations Human Rights Committee

In September 2014, the Department submitted a shadow report – Report on Sex-Based Discrimination in the American Workplace – to the UN Human Rights Committee (UNHRC) under the International Covenant on Civil and Political Rights (ICCPR). This is the first time a local government agency in the United States has filed a report directly with UNHRC. In March 2014, then-Legislative Director Elizabeth Laferriere attended the 109th Session of the UNHRC and promoted the report as an educational tool for the committee and other women's rights nonprofits.

58th Forum of NGO Committee on the Status of Women, New York

In March 2014, the Department led the San Francisco Bay Area delegation of 50 women leaders, advocates, and community activists (pictured below) to the 58th Forum of NGO Committee on the Status of Women, New York (NGO CSW 58), including First Lady of San Francisco Anita Lee. The Department organized two parallel sessions: "Strategies in the War Against Human Trafficking: Lessons from Peru, San Francisco, and Beyond," and "How to Enact and Implement CEDAW Locally: Lessons from San Francisco, the First City of CEDAW." Both events were well attended with standing-room only crowds. Commission President Nancy Kirshner-Rodriguez participated in two panels: "Sustainable Cities and Women's Human Rights," and "An Open Discussion on Beijing+20."

Cities for CEDAW Campaign

Launched at NGO CSW 58 in March 2014 with the Women's Intercultural Network and the Department as peer leaders, this campaign aims to have 100 mayors commit to enacting local CEDAW measures in their cities by December 2015.



San Francisco Delegation at NGO CSW 58, displaying the Cities for CEDAW Banner.

Cities are asked to fulfill three requirements:

1) Conduct gender analyses of the city workforce, services, and/or city budget, 1) Appoint an oversight body for the implementation of action plans, and 3) Allocate \$0.10 - \$0.25 per woman resident for full implementation of the measure.

Commission President Nancy Kirshner-Rodriguez attended the June 2014 US Conference of Mayors in Dallas, Texas and spoke at the Women's Caucus about CEDAW and the importance of enacting local measures. Because of her outreach, the Social Criminal Justice Committee unanimously passed a resolution supporting the campaign. Department staff is currently reaching out to mayors across the country to support CEDAW at a local level.

More information about the campaign can be found at Cities4CEDAW.org.

Gender Analysis of City Departments

The Department produced the bi-annually mandated 2013 *Gender Analysis of Commissions and Boards*, which analyzes the gender and ethnic diversity of San Francisco's local Government.

The Commission reviewed gender data from four City Departments: Arts Commission, Fire Department, Department of Animal Care and Control, and Department of Children, Youth, and their Families.

WOMEN IN THE WORKPLACE

Gender Equality Principles Initiative

Following the launch of Gender Equality Challenge in April 2013, the Gender Equality Council collected submissions from nine San Francisco Bay Area companies detailing programs that benefit women in the workplace.

These practices were showcased at *Honoring Progress: The 2013 Gender Equality Practices* in January 2014 (pictured below), allowing stakeholders a chance to have in-depth discussions on how to promote gender equity in their workplaces. In partnership with Bay Area Council, the event was followed by *Gender Partnership: The Economic Imperative for the 21st Century* as part of the 21st Century Workplace Series.



2013 Gender Equality Challenge Companies: (from left) Cynthia Jackson, Baker & McKenzie; Cecily Joseph, Symantec Corporation; Chantel Mandel, Bayer HealthCare; Amy Ackerman, Commission on the Status of Women; Cathy Campbell, Charles Schwab; Ann Lehman, Department on the Status of Women; Keynote Speaker Barbara Krumsiek, Calvert Investments; Loretta Walker, AT&T; Janet Van Huysse, Twitter; Beth Axelrod, eBay Inc.; Anna Walker, Levi Strauss & Co. and Business for Social Responsibility. Not pictured: Deloitte

Family Friendly Workplace Ordinance

The Department worked closely with the Board of Supervisors to support the Family Friendly Workplace Ordinance, which was signed into effect by Mayor Edwin M. Lee in October 2013. Sponsored by Board President David Chiu, this measure prohibits workplace discrimination in San Francisco based on parental or caregiver status, and allows all parents or caregivers the right to request flexible and predictable schedules to work around their caregiver responsibilities.

The Gender Equality Principles Initiative worked with community allies to create the Family Friendly Workplace Ordinance Business Case Fact Sheet, and Department staff continued to work with Office of Labor Standards Enforcement and Legal Aid Society – Employment Law Center in developing outreach and evaluation plan for the ordinance. The Department successfully secured \$75,000 to conduct outreach of the ordinance, which includes a capacity-building grant for a community based organization or coalition to create and implement a sustainable strategy for informing workers and employers of their work-family rights and shifting the culture around flexibility.

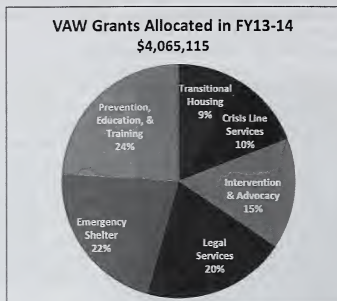
Healthy Mothers Workplace Coalition

The Healthy Mother Workplace Coalition organized the inaugural Awards for Excellence in Maternal Health and Equity, and recognized the 18 winners in September 2013 at the Healthy Mothers Workplace Awards Ceremony. Winning companies ranged in size from 4 to 8,000 employees, and included nonprofits and legal service providers, technology companies and government agencies, retail and marketing organizations, and those offering healthcare and engineering services. The Department continues to be proud of its collaboration with the Coalition, comprised of representatives from governmental agencies, nonprofits, commissions, and private sector employers.

WOMEN'S HEALTH & SAFETY

Violence Against Women (VAW) Prevention & Intervention Grants Program

The Department is proud to distribute grants totaling \$4 million fund 32 community based organizations that provide services in the six service areas shown in the chart below:



The VAW Grants Program experienced tremendous increases this year, including a 1.5% mayoral cost-of-doing-business increase to all community agencies, much needed funding for a new collaborative anti-trafficking initiative, and a supplemental from the Board of Supervisors to increase funding for domestic violence legal services and services for Spanish-speaking and transgender survivors.

The 24 agencies representing 32 programs received \$4,065,115, served 13,994 unduplicated individuals, and provided approximately 35,915 hours of supportive services. Specifically, the three emergency shelters provided 3,591 bed nights to women and their children escaping domestic violence, while three transitional housing programs and one permanent supportive housing program provided 11,607 bed nights to women seeking long-term stability. The two crisis line providers fielded 13,043 calls from domestic violence and sexual assault victims.

For additional details about the VAW Grants Program, or to see a list of the Partner Agencies, please visit the Department's website.

The Department worked with ETR Associates to conduct the VAW Community Needs Assessment, which concluded at the end of FY 13 – 14. Community partners, current and former clients, and at-risk populations engaged in a thorough process to ascertain areas of programmatic strengths and needs. Results of the study contributed greatly to the VAW Prevention & Intervention Grants Program Request for Proposals.

At the Annual Partner Agency meeting in October 2013, LYRIC and El/La presented an in-service training that focused on transgender clients. Attendees had an opportunity to openly discuss challenges, tips, and best practices for serving transgender clients. The Department also introduced a revised VAW Quarterly Service Reports, which now include data collection on transgender clients demographics.

WOMEN'S HEALTH & SAFETY (CONTINUED)

Anti-Human Trafficking

The Department organized the 3rd Annual Anti-Trafficking Teen Poster contest in the fall of 2013, and received 15 wonderful entries from middle and high school students in San Francisco. The top three winners were recognized by Deputy Chief of Staff for Public Safety of the Mayor's Office Paul Henderson at the January 10 Human Trafficking Awareness Month Kick-Off Event. U.S. Attorney for the Northern District of California Melinda Haag, District Attorney George Gascón, Police Chief Greg Suhr, and other city officials attended the event.

Together with Alameda and San Mateo Counties, the Department conducted targeted outreach for SB1193, which requires certain businesses and agencies to post an anti-trafficking poster with resources for victims and witnesses. Department staff identified over 700 San Francisco bars, hospitals, and urgent care centers that are obligated to post the notice. Following the mailing of these flyers, the Department organized a Community Day of Action to visit these organizations to check that they have fulfilled the requirement, and educate them about SB 1193.

Domestic Violence

The Department worked closely with the Department of Human Resources to improve the City and County of San Francisco's domestic violence workplace policies. Staff trained over 100 human resources staff and Department Personnel Officers; these trainings will become an annual event. The Department of Human Resources is also working with the Department on revamping the City's Violence Prevention Policy to include additional language on domestic violence.

The Family Violence Council, which is staffed by the Department, continues to meet and address domestic violence, elder abuse, and child abuse. It celebrated its 5 year anniversary on November 20, 2013. A subcommittee of the Council is addressing the remaining recommendations to be implemented as outlined by the Justice & Courage Oversight Panel, which sunset in June 2014.



For the first time ever, San Francisco City Hall was lit up purple to recognize October as Domestic Violence Awareness Month.

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SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

GENDER EQUALITY CHALLENGE



BUILDING A 21ST CENTURY WORKPLACE

Past Events

- **June 10, 2014 – Launch of 2nd Gender Equality Challenge** – The Department on the Status of Women launched the second Gender Equality Challenge, inviting past and new participants to share best practices that promote an inclusive work culture for women and families.
- **March 18, 2014 – Gender Partnership: The Economic Imperative for the 21st Century** – The Department on the Status of Women teamed up with Bay Area Council and Gender Allies to put together the second event in the 21st Century Workplace Series. The event brought together business leaders, policy advocates, and elected officials to follow up from the first event and move from conversation to action and implement gender equity cultures from the top down.
- **January 30, 2014 – Honoring Progress: The 2013 Gender Equality Practices** – The first event in a two-part 21st Century Workplace Series, this event brought together companies who participated in the 2013 Gender Equality Challenge to share their best practices with other companies, policy makers, and various stakeholders. The event featured roundtables where participants delved deeper into how each practice works and how it can be replicated in their own workplace.
- **November 13, 2013 – What the San Francisco Family Friendly Workplace Ordinance Means for Your Business** – This event brought together Board of Supervisors President David Chiu, as well as representatives from Office of Labor Standards Enforcement and U.S. Department of Labor, Women's Bureau, to demystify the Family Friendly Workplace Ordinance enacted in October 2013 for business owners.
- **August 8, 2013 – Cultivating the "It" Factor: How to Put Sponsorship to Work for Women** – This roundtable focused on executive presence and how companies can use sponsorship to advance women in the workplace. Sponsored by McKesson the place was packed with over 60 participants representing large companies such as Ernst & Young, PwC, Genentech, Gap Inc., Levi Strauss & Co., and Calvert.
- **May 23, 2013 – Next Generation Conference** – The Professional BusinessWomen of California Conference, a conference for women in business, brought together speakers, interactive learning, and purposeful networking. The Gender Equality Challenge was represented at the Conference and its representatives spoke about upcoming events, asked attendees to submit to the challenge, networked, and introduced the brand to a large and supportive audience.

- **May 21, 2013 – Roundtable on Trafficking, Supply Chains, & Gender** – This roundtable brought attention to the current issues surrounding trafficking and supply chains, and provided an update to California's 2010 anti-human trafficking law. Representatives came from large companies, such as Gap Inc., Levi Strauss & Co., PG&E, Deloitte, and Symantec, as well as from leading nonprofits and foundations including GoodWeave USA, Not for Sale, and Humanity United.
- **April 15, 2013 – Gender Equality Challenge Launch** – The Mayor's Office, the Department on the Status of Women, and the Gender Equality Council launched the Gender Equality Challenge to encourage fairness in the workplace for women and men. Speakers included city officials as well as Symantec and Deloitte.
- **September 27, 2012 – 3% Conference** – The San Francisco Department on the Status of Women hosted an Initiative panel of experts at the inaugural 3% Conference. The founder of the 3% Conference as well as members from the Clayman Institute for Gender Research at Stanford University, Buchanan Marketing, McKesson, and the Center for Talent Innovation all participated in the event.
- **April 19, 2012 – Gender and Generations** – This roundtable, sponsored by Deloitte, brought together a range of recent research and practices to help identify the most important trends in gender and generational issues. In attendance were representatives from Deloitte, Orrick, Herrington & Sutcliffe LLP, the Friends of the Commission on the Status of Women, and the Department.
- **January 6, 2012 – How to Comply with New Anti-Human Trafficking Laws** – Sponsored by the Bay Area Council, this roundtable focused on California's new anti-human trafficking law. Business for Social Responsibility, As You Sow, Baker & McKenzie, LLP, Hewlett-Packard Company, and Verité Southeast Asia were among those companies represented on the panel.
- **April 28, 2011 – Business, Supply Chain, and Marketing Practices Roundtable** – This roundtable focused on the Initiative's 5th Principle. Sponsored by Google, the group discussion was led by representative from Gray, Greer, Shelby & Vaughn LLC.
- **August 19, 2010 – Roundtable on Civic and Community Engagement and Transparency and Accountability** – This Google-sponsored roundtable centered on the sixth and Initiative's 7th principle. Members from Google and Deloitte led discussions on Civic and Community Engagement and Transparency and Accountability.
- **April 15, 2010 – Business, Supply Chain, and Marketing Practices Roundtable** – Sponsored by Deloitte, this roundtable focused on best practices regarding business, supply chain, and marketing. In attendance were representatives from Deloitte, Clorox, Gray, Greer, Shelby & Vaughn LLC, and Chevron.
- **November 6, 2009 – Employment and Compensation Roundtable** – This Symantec sponsored forum offered participants an opportunity to: learn about best practices in corporate promotion of gender equality in regards to employment and compensation, gain advice from peers about how to advance gender equality in the workplace, and assist in the development of practical policies, indicators, and other performance improvement tools. Deloitte shared its pay equity best practice.

- **July 23, 2009 – “Beyond Quotas”: A Gender Equality Principles Legal Webinar** – This workshop, conducted by labor and employment lawyer Anne Denecke and sponsored by McKesson, provided insight into these questions and other related issues. This event was hosted by Sun Microsystems in conjunction with Calvert Investments, Verité, and the San Francisco Department on the Status of Women.
- **May 1, 2009 – Health, Safety, and Freedom from Violence Roundtable** – This roundtable focused on the issues, with a great deal of emphasis on violence against women in the workplace, that many companies are facing in this area, as well as best practices that can help protect employees. In attendance were members from Schwab, McKesson, Symantec, Deloitte, and Sutter Health among others.
- **January 23, 2009 – Management and Governance** – This roundtable focused on creating an action plan for companies to use in order to implement the fourth principle. The expert panel on management and governance best practices included members of Catalyst, the Level Playing Field Institute, and Wells Fargo.
- **September 19, 2008 – Work-Life Balance and Career Development** – This roundtable served as the launch event and the first roundtable of the Initiative and focused on Worklife Balance and Career Development. Calvert and Verité were among those in attendance.
- **August 15, 2008 – 2nd Gender Equality Principles Information Session** – This Gender Equality Principles information workshop provided a quick overview of the Initiative, discussed the Principles and major key elements, and talked about which Principles interested attending company the most.
- **May 29, 2008 – 1st Gender Equality Principles Information Session** – 20 San Francisco Bay Area companies from a variety of industries came to hear about the Initiative and share best practices on how to advance gender equality in the workplace. Williams Sonoma, Inc., Wells Fargo, the SF Giants, the San Francisco Foundation, and IBM were among the organizations who first came to hear about the Initiative.

WOMEN IN THE WORKFORCE FACTSHEET (UNITED STATES)

Overview

- 44% of the US labor force is female, employing 58.6% of US women²³
- 71.3% of mothers work outside the home²⁴
- 5.3% of working women have more than one job, compared to 4.6% of working men²⁵
- 73.7% of employed women work full-time²⁶
- Women make up 64.5% of high school graduates, and 53.5% of college students²⁷
- In 1990, the US had the sixth-highest share of women in the workforce; by 2010, the US dropped to 17th place²⁸

Harassment

- Over 10,000 charges of sexual harassment in the workplace were reported to the EEOC in 2013¹⁸
- 25% of women report experiencing harassment in the workplace¹⁹
- 41% of women and 32% of men report workplace harassment²⁰
- 70% of workplace harassment perpetrators are in positions of power over victims²¹
- 74% of battered women are harassed by their partners at work²²

Working Caregivers

- 70.5% of mothers with children under 18 work; 57% of mothers with infants work¹
- 88% of first-time mothers worked into their last two months of pregnancy²
- 177 countries provide paid maternity leave—but the USA does not. Only 12% of US workers have paid family leave, and having a baby is a leading cause of poverty³
- 40 million workers lack access to paid sick days⁴
- 81% of women aged 16-44 have children⁵
- Wives earn 37.6% of families' incomes; 29.2% of wives out-earn their husbands, and another 9.1% of wives work while their husbands do not⁶
- Mothers are the sole or primary breadwinner in 40% of families with minor children⁷
- Women who are family caregivers are 2.5 times more likely to live in poverty than non-caregiver⁸
- 47% of working caregivers report an increase in caregiving expenses caused them to use up all or most of their savings⁹

Pay

- Women earn 77% of white men's salaries; analysts attribute about 40% of the wage gap to discrimination¹⁰
- By race: white women make 81% of a white men's income, Black women make just 68%, and Hispanic or Latina women just 59%¹¹
- By maternal status: women without children make 90% of white men's paychecks, mothers make 73%, and single mothers make 60%¹²
- The gender gap adds up to a loss of \$700,000 for a high school graduate, \$1.2 million for a college graduate, and \$2 million for a professional school graduate over a lifetime¹³
- In the 20 most common occupations for women, women make 82.1% of male peers' earnings¹⁴
- Female doctors and surgeons earn 71% of male peers' wages; female financial specialists make 66% of male peers' salaries¹⁵
- Working mothers suffer from "motherhood penalties" of about 5% per child lower salaries than nonmother peers;¹⁶ working mothers make 69% of working fathers' salaries¹⁷

Types of Work

- Top three industries employing women: education and health services (36.3% of employed women), professional and business services (10.2%), and leisure and hospitality (10.1%)³⁹
- Women make up 39% of self-employed workers (compared to 27% in 1976)⁴⁰
- Of workers with children, 54% lose pay, use vacation days, or devise an excuse to care for sick children⁴¹

Low Wages and Poverty

- Women are 66% of minimum-wage workers; 22% are women of color²⁹
- 24.9% of women 16 and older are in poverty, compared to 20.4% of men³⁰
- 27% of poor single mothers are out of the labor force, compared to 4% of single middle-class mothers and 2% of single professional mothers³¹
- 60% of women's job gains since the Great Recession has been in low-wage jobs³²

LGBTQQ

- Women in same-sex couples earn 80% of men in same-sex couples³³
- 42% of LGBT people report experiencing employment discrimination³⁴
- 90% of transgender people report some form of harassment or mistreatment at work³⁵
- 44% of transgender workers are passed over for a job, denied a promotion, or fired because they are transgender³⁶
- 33 states have no laws protecting against gender identity discrimination; 29 states have no laws protecting against sexual orientation discrimination³⁷
- Transgender individuals are twice as likely to be unemployed, and four times as likely to live in poverty, as cisgender peers³⁸

WOMEN IN THE WORKFORCE FACTSHEET (SAN FRANCISCO)

Overview: SF Demographics

- Women make up 49.3% of San Francisco's population (396,773 women)⁴⁷
- Only 13.4% of SF's population is under 18 years old⁴⁸
- 6% of San Franciscans are Black or African American; 34.4% are Asian; 15.3% are Hispanic or Latino; 41.6% are white⁴⁹
- 35.7% are foreign born⁵⁰
- 2008-2012 median family income: \$73,802⁵¹
- 13.2% of San Franciscans live below the poverty level⁵²

Types of Work

- Top five female-dominated occupations: healthcare support (78.5% women), personal care and service (72.3%), community and social services (67.3%), health diagnosing and treating practitioners and other technical occupations (64.2%), and education, training, and library (63.9%)⁵⁸
- Bottom five female-minority occupations: natural resources, construction, and maintenance (4%), transportation (11%), firefighting and prevention (20.5%), computer and mathematical (23%), and architecture and engineering (24.5%)⁵⁹
- Women hold 42.2% of all managerial and professional positions⁶⁰

Pay

- Women earn a median income of \$42,641, compared to men's \$52,448, a difference of \$9,807⁶²
- Women on average make 81% of men's salaries⁶³
- The wage gap is highest for SF women with advanced degrees, who make 68% of professional men's salaries, and for women of color, who earn as low as 52% of white men's wages⁶⁴
- 8% of working women earn more than \$100,000; SF ranks second in the nation on this front⁶⁵

Education

- Although nationally women earn more college degrees than do men, the opposite is true in San Francisco: 13.4% (53,889) of women hold bachelor's degrees, compared to 16.7% (68,579) men, and 17.9% (71,596) of women held graduate or professional degrees, compared to 24.5% (100,428) of men⁶¹

Overview: Women at Work in SF

- 59.3% women are employed; another 4.9% are searching for work⁴²
- Women own 30.1% of firms (compared to 28.7% nationally)⁴³
- SF ranks sixth in the nation in total number of women-owned firms⁴⁴
- 20% of women workers live outside the city⁴⁵
- Almost all domestic workers are immigrants from Latin America, and more than half are families' primary earners⁴⁶

Working Caregivers

- 41.3% of families live with related children under 18 years, and 11.9% of families live with children under 6³³
- 23% of all families are female-headed with children under 18 without husbands present³⁴
- 26% of children live in single-parent homes⁵⁵
- Only 58.6% of Pacific Islander mothers, 64.5% of Asian mothers, 66.7% of Black mothers, and 88.1% of Latina mothers exclusively breastfeed their children, in part because they return to work³⁶
- Affording a two-bedroom property without spending more than a third of income on rent requires a salary of \$76,000—the most expensive in the nation³⁷

Low Wages and Poverty

- 21% of female-headed households without husbands live below the poverty level, compared to 5.2% of married-couple families⁶⁶
- 14.1% of women live below the poverty line, compared to 12.2% of men⁶⁷
- 93% of domestic workers do not earn incomes high enough to pay living expenses⁶⁸
- A single adult in SF must earn \$12.17/hour or \$25,693/year to be self-sufficient⁶⁹
- 23% of women live at 200% of the Federal Poverty Level or below (\$20,000/year or less)⁷⁰
- 35.8% of women over 65 live alone, compared to 25.1% of men over 65⁷¹
- 0.06% (3,844) women over 65 living alone are below the poverty level, compared to 0.02% (1,300) of men over 65 living alone⁷²



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

2015 Meeting Schedule

Date	Time	Location
Wednesday, January 28	4 – 6 pm	City Hall, Room 408
Wednesday, February 25	4 – 6 pm	City Hall, Room 408
Wednesday, March 25	4 – 6 pm	City Hall, Room 408
Wednesday, April 22	4 – 6 pm	City Hall, Room 408
Wednesday, May 27	4 – 6 pm	City Hall, Room 408
Wednesday, June 24	4 – 6 pm	City Hall, Room 408
Wednesday, August 26	4 – 6 pm	City Hall, Room 408
Wednesday, September 16*	3 – 5 pm	City Hall, Room 408
Wednesday, October 28	4 – 6 pm	City Hall, Room 408
Friday, November 20 <i>Annual Planning Retreat</i>	9 am – 3 pm	Location TBD
Wednesday, December 16*	3 – 5 pm	City Hall, Room 408

*Meeting is third Wednesday of the month at 3 – 5 pm.

Possible Joint Meetings:

Police Commission

Aging and Adult Services Commission



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION ANNUAL PLANNING MEETING MINUTES

Wednesday, November 21, 2014

9 am - 3 pm

Duane Morris

1 Market Plaza, Suite 2200
San Francisco, CA 94105

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Members Present

President Nancy Kirshner-Rodriguez
Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Julie D. Soo

Staff Present

Executive Director Emily Murase, PhD
Associate Director Carol Sacco
Director of Women's Policy Minouche Kandel
Fiscal & Policy Analyst Stephanie Nguyen
Executive Management Assistant Iris Wong
Policy Fellows Allison Ipsen & Elizabeth Newman
PAAWBAC Fellow Sarah-Maya De Guzman

Absent

Commissioner Mary Jung

I. CALL TO ORDER/ AGENDA CHANGES

President Nancy Kirshner-Rodriguez called the meeting to order at 9:15 am and introduced the facilitator for the day, Beryl Michaels.

Action: To approve the meeting agenda as proposed.

m/s/c (Soo/Shorter/unanimous)

II. PLANNING SESSION

Ms. Michaels facilitated the following activities.

A. Top Three Priorities for the Coming Year

Participants were divided into four groups, and each group developed three priorities for the Commission. After reconvening and reviewing the priorities each group developed, everyone agreed on an overall set of priorities:

1. Violence Against Women
2. Economic Empowerment
3. Gender in Policies

B. Review Strategic Plan in Relation to Top Priorities

Participants were divided into three groups, each focused on a priority. They were tasked with reviewing the current Strategic Plan and cut out portions of the plan that relates to the priority and should be continued in the upcoming years.

III. APPROVAL OF MINUTES

Action: To approve draft minutes October 22, 2014 and November 12, 2014.

m/s/c (Ackerman/Shorter/Unanimous)

IV. APPROVAL OF THE 2015 COMMISSION MEETING SCHEDULE

Action: To postpone the approval of the 2015 Commission Meeting Schedule until the next Commission meeting.

m/s/c (Gamez/Ackerman/Unanimous)

V. CLOSED SESSION

Commissioners agreed to postpone the closed session until the next Commission meeting.

VI. ADJOURNMENT

Action: To adjourn the meeting.

m/s/c (Shorter/Gamez/unanimous)

Meeting was adjourned at 3 pm.



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, December 10, 2014

4 – 6 pm

City Hall Room 263

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Nancy Kirshner-Rodriguez

Commissioner Amy Ackerman

Commissioner Mary Jung

Vice President Andrea Shorter

Commissioner Alicia Gamez

Commissioner Julie D. Soo

Total Estimated Meeting Time: 2 hours

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item.

I. CALL TO ORDER/ AGENDA CHANGES

ACTION

4 – 4:01 pm

Remarks by President Kirshner-Rodriguez

Action: To approve the meeting agenda.

II. APPROVAL OF MINUTES

ACTION

4:01 – 4:04 pm

Explanatory document – Draft Minutes from November 21, 2014

Action: To approve draft minutes from November 21, 2014.

III. EXECUTIVE DIRECTOR'S REPORT

DISCUSSION

4:04 – 4:14 pm

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

IV. CONSENT AGENDA

ACTION

4:14 – 4:24 pm

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Explanatory document: 2015 Commission Meeting Schedule.

Action: To approve the Consent Agenda.

A. 2015 Commission Meeting Schedule

V. NEW BUSINESS**ACTION**

4:24 – 5 pm

A. Violence Against Women Prevention & Intervention Grants Program Funding for FY 2015 - 2018
Commissioners will vote on which non-profit agencies to be funded by the Violence Against Women Prevention & Intervention Grant Program for FY 2015 – 2018, pending the final City budget.

Action: To approve the funding of Violence Against Women Prevention & Intervention Grants Program to selected applicants for FY 2015 – 2018.

VI. REPORTS**DISCUSSION**

5 – 5:10 pm

Commissioners will report on activities related to the work of the Commission.

A. Cities for CEDAW

President Kirshner-Rodriguez

B. Family Violence Council

President Kirshner-Rodriguez

C. Human Trafficking

Commissioner Soo

D. General Commission Business

Commissioners

VII. AGENDA FOR FUTURE COMMISSION MEETINGS**DISCUSSION**

5:10 – 5:15 pm

Discussion regarding agenda items for upcoming meetings.

VIII. GENERAL PUBLIC COMMENT**DISCUSSION**

5:15 – 5:25 pm

This item is to allow members of the public to address the Commission on matters that are within the subject matter jurisdiction of the Commission and that do not appear on the agenda, as well as to suggest new agenda items for future meetings.

IX. CLOSED SESSION**DISCUSSION/ ACTION**

5:25 – 5:59 pm

A. Public Comments on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Emily M. Murase, PhD.

C. Open Session

Action: To elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

X. ADJOURNMENT**ACTION**

5:59 – 6 pm

Action: To adjourn the meeting.

For questions about the meeting please contact Commission Secretary at 415-252-2570. The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

Sunshine Ordinance Task Force Administrator
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish and or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary at 415-252-2570, or dosw@sfgov.org at least 48 hours in advance of the hearing. Late requests will be honored if possible.

DISABILITY ACCESS

Commission meetings are held in Room 408 at City Hall, 1 Dr. Carlton B. Goodlett Place in San Francisco. City Hall is accessible to persons using wheelchairs and other assistive mobility devices. Ramps are available at the Grove, Van Ness and McAllister entrances.

Assistive listening devices, real time captioning, American Sign Language interpreters, readers, large print agendas or other accommodations are available upon request. Please make your requests for accommodations to the Commission Secretary at (415) 252-2570, or dosw@sfgov.org. Requesting accommodations at least 72 hours prior to the meeting will help to ensure availability.

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Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

如對會議有任何疑問，請致電 415-252-2570 查詢。當會議進行時，嚴禁使用手機及任何發聲電子裝置。會議主席可以命令任何使用手機或其他發出聲音裝置的人等離開會議場所。

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會、市參事會、議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (San Francisco Administrative Code Chapter 67) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼:415-554-7724；傳真號碼415- 554-5163
電子郵箱: SOTF@sfgov.org

陽光政策的文件可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

語言服務

根據語言服務條例(三藩市行政法典第91章)，中文、西班牙語和/或菲律賓語(泰加洛語)傳譯人員在收到要求後將會提供傳譯服務。翻譯版本的會議記錄可在委員會通過後透過要求而提供。其他語言協助在可能的情況下也將可提供。上述的要求，請於會議前最少48小時致電 415-252-2570或電郵至dosw@sfgov.org向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。

殘障通路

委員會會議在三藩市1 Dr. Carlton B. Goodlett Place的市政廳408室舉行。市政廳可供使用輪椅或其他助行裝置的人士通行。可供通行的斜道設在Grove、Van Ness及McAllister的入口。

輔助聽力儀器、實時字幕、美國手語傳譯員、閱讀器、放大字體的議程或其他便利措施將根據請求而提供。請致電415-252-2570或電郵至dosw@sfgov.org向委員會秘書Iris Wong提出便利措施的請求。相關便利措施的請求，請於會議前最少72小時提出，以協助確保便利措施的提供。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

Para preguntas acerca de la reunión, por favor contactar el 415-252-2570. El timbrado de y el uso de teléfonos celulares, localizadores de personas, y artículos electrónicos que producen sonidos similares, están prohibidos en esta reunión. Por favor tome en cuenta que el Presidente podría ordenar el retiro de la sala de la reunión a cualquier persona(s) responsable del timbrado o el uso de un teléfono celular, localizador de personas, u otros artículos electrónicos que producen sonidos similares.

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

ACCESO A IDIOMAS

De acuerdo con la Ordenanza de Acceso a Idiomas "Language Access Ordinance" (Capítulo 91 del Código Administrativo de San Francisco "Chapter 91 of the San Francisco Administrative Code") intérpretes de chino, español y/o filipino (tagalo) estarán disponibles de ser requeridos. Las minutas podrán ser traducidas, de ser requeridas, luego de ser aprobadas por la Comisión. La asistencia en idiomas adicionales se tomará en cuenta siempre que sea posible. Para solicitar asistencia con estos servicios favor comunicarse con el Secretario de la Comisión al 415-252-2570, o doww@sfgov.org por lo menos 48 horas antes de la reunión. Las solicitudes tardías serán consideradas de ser posible.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión se llevan a cabo en la Sala 408 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place en San Francisco. La alcaldía es accesible para personas que utilizan sillas de ruedas y otros aparatos de movilidad asistida. Las rampas para sillas de ruedas se encuentran disponibles en las entradas de las calles Grove, Van Ness y McAllister.

Aparatos de asistencia auditiva, subtítulos en tiempo real, intérpretes de Lenguaje de Señas Americano, lectores, agendas con letra grande y otras acomodaciones están disponibles de ser requeridas. Por favor presente sus solicitudes de acomodación ante la Secretaria de la Comisión Iris Wong al 415-252-2570, o doww@sfgov.org. Solicitar acomodaciones por lo menos 72 horas antes de la reunión nos ayudará a garantizar la disponibilidad de las mismas.

ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

Kung mayroon kayong mga tanong tungkol sa miting, mangyaring tumawag lang sa 415-252-2570. Ang pagtunog at paggamit ng mga cell phone, mga pager at kagamitang may tunog ay ipinagbabawal sa pulong. Paalala po na maaring palabasin ng Tagapangulo ang sinumang may-ari o responsable sa ingay o tunog na mula sa cell-phone, pager o iba pang gamit na lumilikha ng tunog o ingay.

ALAMIN ANG INYONG MGA KARAPATAN SA ILALIM NG SUNSHINE ORDINANCE

Tungkulin ng Pamahalaan na paglinkuran ang publiko, maabot ito sa patas at medaling maunawaan na paraan. Ang mga komision, board, kapulungan at iba pang mga ahensya ng Lungsod at County ay mananatili upang maglingkod sa pamayanan. Tinitiyak ng ordinansa na ang desisyon o pagpapasya ay ginagawa kasama ng mamamayan at ang mga gawaing panglungsod na napagkaisahan ay bukas sa pagsusuri ng publiko. Para sa impormasyon ukol sa inyong karapatan sa ilalim ng Sunshine Ordinance (Kapitulo 67 sa San Francisco Administrative Code) o para mag report sa paglabag sa ordinansa, mangyaring tumawag sa

Administrador ng Sunshine Ordinance Task Force .
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Opisina); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Ang mga kopya ng Sunshine Ordinance ay makukuha sa Clerk ng Sunshine Task Force, sa pampublikong aklatan ng San Francisco at sa website ng Lungsod sa www.sfgov.org. Mga kopya at mga dokumentong na nagpapaliwanag sa Ordinance ay makukuha online sa <http://www.sfbos.org/sunshine> o sa kahilingan sa Commission Secretary, sa address sa itaas o sa numero ng telepono. PAG-ACCESS SA WIKA

Ayon sa Language Access Ordinance (Chapter 91 ng San Francisco Administrative Code), maaaring mag-request ng mga tagapagsalin sa wikang Tsino, Espanyol, at/o Filipino (Tagalog). Kapag hiniling, ang mga kaganapan ng miting ay maaring isalin sa ibang wika matapos ito ay aprobahan ng komisyon. Maari din magkaroon ng tulong sa ibang wika. Sa mga ganitong uri ng kahilingan, mangyaring tumawag sa Clerk ng Commission sa 415-252-2570, o dosw@sfgov.org sa hindi bababa sa 48 oras bago mag miting. Kung maari, ang mga late na hiling ay posibleng pagbibigyan.

ACCESS PARA SA MAY KAPANSANAN

Nagaganap ang mga pagpupulong ng komisyon sa Room 408 sa City Hall, 1 Dr. Carlton B. Goodlett Place sa San Francisco. Ang City Hall ay may daanan sa taong gumagamit ng wheelchair at mga kagamitang makakatulong sa pagkilos. Mayroong mga rampang madaraan sa mga pagpasok sa City Hall sa Grove, Van Ness at McAllister.

Ang mga gadyet na tumutulong sa pagdinig, pagsalin sa sariling wika habang nagaganap ang pagpupulong (real-time captioning), tagapagsalin sa American Sign Language, tagapagbasa, mga agenda na mababasa gamit ang malalaking letra at iba pang mga pangangailangan ay maaring hilingin. Para humingi ng tulong, mangyaring tumawag sa Sekretarya ng Komisyon kay Iris Wong sa 415-252-2570 o sa dosw@sfgov.org. Mangyari lamang ipaabot ang inyong kahilingan sa loob ng 72 oras bago maganap ang pulong upang makasiguro sa kagamitang kailangan sa pulong.

Ordinansa sa Pagla-lobi

Ayon sa San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100], ang mga indibidwal o mga entity na nag-iimpluensiya o sumusubok na mag-iimpluensiya sa mga lokal na pambatasan o administrative na aksyon ay maaring kailangan mag-register o mag-report ng aktibidad ng lobbying. Para sa karagdagan na impormasyon tungkol sa Lobbyist Ordinance, mangyaring tumawag sa San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco

Department on the Status of Women



Edwin M. Lee
Mayor

EXECUTIVE DIRECTOR'S REPORT

December 10, 2014

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. CEDAW Policy Leadership & Outreach

A. Cities for CEDAW

As you know, Mayor Lee authored a resolution urging support for the Cities for CEDAW Campaign that was unanimously adopted by the US Conference of Mayors in June, with the goal of enlisting 100 cities by the time San Francisco hosts the USCM Annual Conference in June 2015. Executive Management Assistant Iris Wong and Policy Fellow Elizabeth Newman continue to reach out and follow up with Mayors around the country to enact local CEDAW Ordinances. On November 6, 2014, Louisville, Kentucky, passed a resolution supporting CEDAW with a plan to enact a local ordinance in the near future. On December 1, Daly City Mayor David Canepa signed a statement of support for the campaign. Special thanks to Ms. Wong for drafting the statement of support with short notice and limited time. Although his term as Mayor ends in December, he is deeply committed to enacting CEDAW in Daly City, and will continue to pursue the effort as a City Councilmember.

At the US Conference of Mayors Winter Meeting from January 21 – 23, UN Women and NGO Committee on the Status of Women, New York, are organizing a national conference webinar based in Washington, DC, followed by regional conferences planned by local organizations. The Department is working with Women's Intercultural Network, UN Women – San Francisco, and Accelerate: Women and Girls to organize a local event to gather leaders of women's organizations throughout the San Francisco Bay Area on January 21, the date when other regions will be hosting similar convenings. More details will be forthcoming.

II. Women in the Workplace

A. Equal Pay Ordinance

On November 24, the Board of Supervisors adopted the Equal Pay Ordinance that requires city contractors and sub-contractors with 20 or more employees to submit an Equal Pay Report regarding compensation paid to employees on an annual basis. The Ordinance also establishes the Equal Pay Advisory Board which will recommend data collection methods to identify wage gaps.

The Commission on the Status of Women is mandated to make 2 appointments to the 7 member Advisory Board: Seat 6, a person who has worked in quantitative gender analysis, including statistics, and Seat 7, a person employed by a nonprofit organization that contracts with the City.

B. Gender Equality Principles

Ms. Wong and Program Fellow Lynn Murphy are continuing to work with Challenge companies to prepare for the 2014 Gender Equality Forum: "Transforming Work Culture." Companies are in the process of

approving summaries of their model practice, and assigning speakers to present and speak with participants. Invitations for the event will be sent out this month.

SAVE THE DATE: The Gender Equality Challenge Forum will take place 9 am – 2 pm on Friday, January 30, 2015 at the Charles Schwab Center, 211 Main Street.

C. San Francisco Family Support Network

On Thursday, November 4, Ms. Wong was invited to participate in the San Francisco Family Support Network's Policy Committee meeting to brainstorm ideas for its annual Family Economic Success Forum. Topical ideas included discussion on Family Friendly Workplace Ordinance, the Retail Workers' Bill of Rights, and the Equal Pay Legislation.

III. Women's Health & Safety

A. Violence Against Women Intervention & Prevention (VAW) Grants Program

We are in the final year of our current funding cycle and our funded Violence Against Women Partner Agencies continue to provide comprehensive violence prevention services to the community in the following categories: Crisis Line, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter Services, Transitional Housing, and Anti-Human Trafficking. The funding allocation for FY2014-2015 is \$4.7M, and to date the Violence Against Women Partner Agencies have spent approximately \$1.2M or 25% of total grant funding.

1. VAW Prevention and Intervention Grants Program – Request for Proposals for FY 2015-2018

As you know, we issued a competitive Request for Proposal (RFP) for the Violence Against Women Prevention and Intervention Grants Program for the next three-year funding cycle in mid-September. The RFP prioritized violence against women prevention and intervention services, focusing on domestic violence, sexual assault and human trafficking efforts. Submitted applications were screened to ensure they met the minimum qualifications, and were then forwarded to expert Review Panel members. Review Panel members were asked to independently review and score each application and then attend an in-person Review Panel Meeting to discuss the applications and come to consensus on recommendations for funding. Following the Review Panel meetings and recommendations for funding, the Funding Committee met to make the final funding recommendations. Associate Director Carol Sacco will present the funding recommendations for our VAW Grants Program later in the agenda and the Commission will be asked to vote on the funding recommendations this evening. The successful applications will be funded for the Department's next three-year grant cycle, beginning July 1, 2015, concluding June 30, 2018.

2. Citywide Non-Profit Fiscal and Compliance Monitoring Committee

The Citywide Monitoring Committee is underway for the current fiscal year, and met in early October to identify and assign responsibility for shared non-profits that will undergo fiscal compliance monitoring during FY 2014-2015. Approximately 144 non-profit contractors will undergo either a self-assessment or site visit as part of the Citywide Nonprofit and Fiscal Compliance Monitoring Project this year. Associate Director Carol Sacco represents the Department on the Steering Committee and will participate in the monitoring of a number of shared non-profit contractors. Citywide monitoring of non-profits will begin in January and should be completed by March. She will be the lead monitor for the following organizations: Arab Cultural and Community Center, Justice and Diversity Center – SF Bar Association, La Casa de las Madres, Mujeres Unidas y Activas, and Asian Pacific Legal Islander Legal Outreach.

The goals of the Citywide Non-Profit Fiscal and Compliance Monitoring Committee are in-part, to improve the quality and consistency of the City's fiscal and compliance monitoring of non-profits by standardizing procedures across departments and the decrease the administrative work and eliminate duplication of efforts for both non-profits and City departments.

B. Domestic Violence

1. Domestic Violence & Workplace Policy

The Human Resources Department is collaborating with the Department on a Domestic Violence & Workplace poster, to be displayed in lunch/break rooms in city agencies. The Department of Human Resources will also be soliciting "domestic violence liaisons" from various departments, who will receive extra training on domestic violence and will be available as a resource to co-workers. Many thanks to Ms. Kandel for shepherding this work. I want to acknowledge Commissioner Andrea Shorter and Beverly Upton, Executive Director of the Domestic Violence Consortium, who joined me at an initial meeting with DHR in March 2013 that launched this work.

C. Human Trafficking

The Department has been engaging with stakeholders around anti-trafficking planning and the Super Bowl. Ms. Kandel and I have met with the San Francisco Hotel Council, the Golden Gate Restaurant Association and the Chamber of Commerce and (on a separate date) with members of the Super Bowl Host Committee, to explore how we might coordinate outreach and training on trafficking to the hospitality industry. Ms. Kandel attended the regional Super Bowl and Trafficking meeting in San Jose in November and December.

1. San Francisco Collaborative Against Human Trafficking Conference: "Exploring the Hidden Epidemic of Labor Trafficking"

The SFCALT Labor Trafficking Conference held on Wednesday, December 3 at the California State Building Milton Marks Conference Center was a tremendous success. Department of Labor Representative Elmy Bermejo, State Senator Mark Leno, Assessor-Recorder Carmen Chu, Board of Supervisors President Katy Tang, and Public Defender Jeff Adachi were among the federal, state, and local officials who spoke at the conference. In particular, the harrowing tale told by labor trafficking survivor Sarah Balabagan about the sexual assault and exploitation she experienced as a 14-year old who left her native Philippines to work as a domestic servant in the United Arab Emirates inspired the 100+ conference participants. The conference featured stellar speakers on 5 panels, including Local Responses, Vulnerable Industries & Populations, Protection & Assistance to Labor Trafficking Victims, Prevention of Labor Trafficking, and the Anatomy of a Case. I want to especially recognize the leadership of Commissioner Julie Soo, Co-Chair of SFCALT, who recruited over half of the panel speakers. Special thanks to Fiscal & Policy Analyst Stephanie Nguyen and PAAWBAC Fellow Sarah-Maya De Guzman for devoting countless hours in preparation.

D. Family Violence Council

On November 19, 2014, the Family Violence Council approved the Family Violence Council Report for 2011-2012 and 2012-2013, which will issue it in December. The report contained 23 recommendations for the upcoming year, most of which were supplied by individual city agencies. On behalf of the Council, the Department will be sponsoring amendments to the Family Violence Council Ordinance, which will be carried by Board of Supervisors President Katy Tang. The amendments would add 5 new city agencies as official members of the Family Violence Council.

IV. Outreach

A. Annual Combined Charities Campaign

Thank you to the staff and Commissioners who participated in the City's Annual "Heart of the City" Combined Charities Campaign this year. I am happy to report that as of mid-November the City raised over \$1M dollars, and contributions are still coming in. Thank you! Department staff had 100% participation and Commissioners had 50% participation. A list of community organizations staff and Commissioners supported is induced below for your review. Special thanks to Ms. Sacco for coordinating another successful year for the Department.

Bryn Mawr Annual Fund
Canine Campaigns for Independence
Chinese Newcomer Services
Dogs on Death Row
Domestic Violence Consortium
Food Bank of Contra Costa and Solano County
Friends of the Commission on the Status of Women
International Response to Improve Eyesight
Lowell Parent Teacher Student Association
Mujeres Unidas y Activas
Presidio Parent Teacher Student Association
The Boy's and Girl's Club of San Francisco
United Way of the Bay Area, San Francisco Foster Youth Fund
Women's Community Clinic

B. Accelerate: Women and Girls

On October 7, Program Fellow Lynn Murphy and I attended the steering committee meeting of this new organization designed to serve as a central hub for other women-serving organizations, hosted at the Global Fund for Women. The steering committee agreed to co-sponsor the local January 20 satellite event connected to the Cities for CEDAW meeting in Washington, DC. Another steering committee member Betsy McKinney is organizing a national women's conference on May 1 - 3 in Baltimore. I hope Commissioners will consider attending. More information to come.

C. Public Education

On November 15, 2014, Ms. Kandel presented on domestic violence legal and policy issues at a conference on Domestic Violence & Health for about 150 students from UCSF's professional schools. Several of these students attended the Family Violence Council meeting a few days later.

V. Department Budget & Administration

A. November Strategic Planning Session

On November 20, 2014, the Commission convened its annual planning session to review the work plan for the coming fiscal year. The meeting was facilitated by Beryl Michaels, and involved small groups led by Commissioners to develop policy priorities. The next step on the work plan is for the staff to review the policy priorities that emerged from the meeting and propose a final work plan for Commission review and adoption at the January 28 meeting.

B. Budget

On December 4, the Mayor announced that, in the coming 2-year budget cycle, he will not require any cuts in Year 1 and only a 1% contingency cut to General Funds in Year 2. This is the first time in my 10-year tenure at the Department that budget instructions did not require any reductions.

C. Staffing

I am working with our Personnel Analyst to develop the job description for a full-time policy position who will be responsible for legislation, workplace policies, and other priorities. In the meantime, we welcome Julie Kim, a Korean policy analyst for women's issues, who will be spending 6-months of her 18-month fellowship in the U.S. as a fellow at our Department. She will join Allison Ipsen, a recent graduate of Claremont-McKenna College, in supporting Ms. Kandel on the policy and programmatic work to address violence against women.

VI. Calendar

Events organized by the Commission and Department are in italics. Events are in San Francisco unless otherwise noted.

<i>Friday, Dec 19</i>	<i>Commission/Department Holiday Luncheon, 12 – 2 pm, location TBD</i>
Mon, Jan 12	SFCAHT Public Awareness Campaign Kick-off, 11 am – 12N, location TBD
<i>Wed, Jan 14</i>	<i>Women's Policy Summit, 9 am – 5 pm, Sacramento Convention Center</i>
<i>Tue, Jan 20</i>	<i>Cities for CEDAW National Conference Satellite Event, 10 am – 5 pm, African American Arts & Cultural Complex, 762 Fulton Street</i>
Wed, Jan 21 – 23	U.S. Conference of Mayors Winter Meeting, Washington, DC
<i>Wed, Jan 28</i>	<i>Commission Meeting, 4 – 6 pm, City Hall Room 408</i>
<i>Fri, Jan 30</i>	<i>Gender Equality Principles Forum, 9 – 2 pm, Charles Schwab, 211 Main Street</i>
<i>Sat, Jan 31</i>	<i>Association of California Commissions for Women Winter Meeting, 10 am – 4 pm, Location TBD</i>
<i>Thurs, Feb 12</i>	<i>One Billion Rising, time TBD, location TBD</i>
March 8	NGO Committee on the Status of Women 59th Forum, New York
March 9 – 13	UN Commission on the Status of Women meetings, New York
<i>April 17</i>	<i>Women in Public Service San Francisco Day, City Hall, time TBD</i>
May 1 – 3	It's Time 2015: The Partnership Summit to Elevate Women's Leadership, Baltimore, MD, and satellite cities
June 19 – 22	US Conference of Mayors, San Francisco, time, location TBD





City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

2015 Meeting Schedule

Date	Time	Location
Wednesday, January 28	4 – 6 pm	City Hall, Room 408
Wednesday, February 25	4 – 6 pm	City Hall, Room 408
Wednesday, March 25	4 – 6 pm	City Hall, Room 408
Wednesday, April 22	4 – 6 pm	City Hall, Room 408
Wednesday, May 27	4 – 6 pm	City Hall, Room 408
Wednesday, June 24	4 – 6 pm	City Hall, Room 408
Wednesday, August 26	4 – 6 pm	City Hall, Room 408
Wednesday, September 16*	3 – 5 pm	City Hall, Room 408
Wednesday, October 28	4 – 6 pm	City Hall, Room 408
Friday, November 20 <i>Annual Planning Retreat</i>	9 am – 3 pm	Location TBD
Wednesday, December 16*	3 – 5 pm	City Hall, Room 408

*Meeting is third Wednesday of the month at 3 – 5 pm.

Possible Joint Meetings:

Police Commission

Aging and Adult Services Commission



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
DEPARTMENT ON THE STATUS OF WOMEN



Edwin M. Lee
Mayor

MEMORANDUM

DATE: December 8, 2014
TO: Commissioners, Commission on the Status of Women
FROM: Carol Sacco, Associate Director
THRU: Emily Murase, PhD, Executive Director
RE: Overview of Violence Against Women Prevention and Intervention Grants Program
Request for Proposals for FY 2016-2018 and Funding Recommendations

On Thursday, September 18, 2014, the Department released a Request for Proposals (RFP) for the Violence Against Women Prevention and Intervention Grants Program for July 1, 2015 – June 30, 2018, the Department's next three-year funding cycle, FY 2015-2016, FY 2016-2017, and FY 2017-2018. The Department's Violence Against Women Grants Program focuses on six priority service areas including Crisis Lines, Emergency Shelter, Legal Services, Transitional Housing, Intervention and Advocacy, and Prevention and Education Services. Over the past two fiscal years our funding has increased through a variety of initiatives to include not just domestic violence and sexual assault services, but also increased services to transgender and trafficked individuals. This RFP asked applicants to consider and address these service needs.

RFP Applications were due to the Department office no later than 12 noon on Friday, October 24, 2014. We received 41 proposals for funding amounting to just over \$6,444,408 in requests, representing a 35% increase in funding requests over our current available funding amount. Of the 41 applications received, 22 of our existing Partner Agencies applied, seven (7) new agencies applied, and two (2) existing agencies did not apply. Many agencies applied for multiple programs. Our total funding for the first year of the grant cycle FY 2015-2016 is \$4,763,434. This is the same funding amount as in our current fiscal year.

The almost \$6.5M in requests through this competitive RFP represents an approximate 35% increase in total funding over our annual allocation of \$4.7M. Four out of the six Service Areas received new applications for funding, and we saw the largest increase in funding requests throughout the Transitional Housing, Intervention and Advocacy, and Prevention and Education Service Areas. Transitional Housing saw a 165% increase in requests over current funding, Intervention and Advocacy saw a 69% increase in requests, Prevention and Education saw a 18% increase in requests over current funding, and Legal Services saw a 21% increase over current funding. The Crisis Line services and Emergency Shelter Services both saw modest decreases in funding requests, with an 8% and 4% reduction in funding requests respectively.

In keeping with established City policies which provide for an annual budget approved by the Mayor and Board of Supervisors, no funds are committed to the Request for Proposals. Although the RFP has been assigned a maximum amount that may become available, the proposed funding allocations are neither a commitment nor a guarantee that funds will become available.

Review Process

Applications went through two distinct processes. First, two staff members independently reviewed all submissions to ensure they met the minimum qualifications and criteria as outlined in the RFP application packet. Forty-one (41) proposals were submitted. All of the proposals were submitted by the application deadline, met the minimum qualifications, and were forwarded to the independent Review Panel for review.

Second, proposals were delivered to independent Expert Review Panel members and Panel members were asked to independently review, evaluate and score the applications, as well as make recommendation for full, partial, or no funding. The Expert Review Panel based its evaluation on the following criteria, as outlined in the RFP Application Packet:

1. *Grant Plan*
 - A. *Qualifications*
 - B. *Program Description*
 - C. *Outline of Goals and Objectives*
 - D. *Program Timeline*
2. *Budget Section*
 - A. *Budget Narrative*
 - B. *Project Line Item Budget*
3. *Overall Completeness*

The Review Panel was made up of twenty-one (21) individuals with a variety of backgrounds and expertise relevant to the evaluation process, including expertise in public health programming, international human rights law and policy, domestic violence, rape crisis, and human trafficking services, youth programming and services, social change and criminal justice policy, community engagement, nonprofit administration, and contract and budget administration, including fiscal and programmatic grant administration. Of the twenty-one Review Panel members two (2) were male, 19 female. Panel members were asked to self-identify their ethnicity, with the following break-down: one (1) African American/Multi Racial; one (1) Iranian; one (1) Jewish; two (2) African American/Black; two (2) Asian; two (2) Hispanic/Latina; seven (7) Caucasian/White; and five (5) individuals declined to state. Please see the Demographic Information of Review Panel Members document for specific details.

In mid-November we held seven (7) in-person Review Panel meetings. The proposals were divided by the VAW Grants Program primary service areas, and each proposal was read by three (3) Review Panel members.

1. Crisis Line and Emergency Shelter
2. Legal Services
3. Transitional Housing Services
4. Intervention and Advocacy Services - we held two (2) panels due to the number of proposals received
5. Prevention and Education Services – we held two (2) panels due to the number of proposals received

Funding Policy and Recommendations

The Funding Committee was comprised of a Commission member and staff members. They met on Monday, November 24, 2014 and carefully considered the Review Panel results and recommendations. Numerous proposals merited funding, including many new agencies and programs. Please see the

attached spreadsheet *Violence Against Women Prevention and Intervention Grants Program FY 2016-2018 Allocation Proposals – REVISED* for a complete list of proposals submitted. The spreadsheet includes the Agency and Program name of all 41 applications submitted, as well as the funding amount requested and the FY 2015-2016 Funding Recommendations.

The recommendations for funding for the next three-year grant cycle reflect our ongoing commitment to primary services, as well as an investment in emerging community needs and trends, including economic self-sufficiency for both trafficking and domestic violence survivors, as well as safety for prostitute women and sex workers. The Funding Committee was cognizant of the total funding amounts by sub-category service areas and attempted to maintain many of the same funding levels, with slight variations. Please see the chart below, with the total funding amount and the percent of total funding by sub-category, comparing FY 2014-2015 and FY 2015-2016.

Service Area	Amount by Service Area FY 2014-2015	Percent of Total Funding FY 2014-2015	Amount by Service Area FY 2015-2016	Percent of Total Funding FY 2015-2016
Crisis Line Services	\$455,568	10%	\$412,176	9%
Emergency Shelter Services	\$915,701	19%	\$863,331	18%
Legal Assistance	\$901,902	19%	\$961,902	20%
Transitional Housing	\$409,926	9%	\$491,126	10%
Intervention and Advocacy	\$995,974	21%	\$1059,574	22%
Prevention and Intervention	\$1,084,363	23%	\$973, 507	20%
Total Amount	\$4,763,434	100%	\$4,761,928	100%

NOTE: There is a difference of \$1,506 between FY2014-2015 and FY 2015-2016. It will be allocated in FY 2015-2016.

No currently funded Partner Agency was awarded less money than it currently receives with the following two exceptions: (1) the Agency did not apply to the Request for Proposals (two currently funded programs) and, (2) the Agencies requested less funding than currently receiving (five currently funded programs).

It is important to note that in addition to five currently funded agencies requesting less funding, and the absence of applications from two currently funded Partner Agencies, a number of currently funded programs requested an increase in funding. Requested increases varied from modest increases of 5% or 13% upwards to 27%, 53% and 93% increase. Four currently funded programs requested the same funding amount and remained flat. The Funding Committee took these reductions as proposed, and funded the agencies for what they requested. All of the other currently funded Partner Agencies were funded at their current level of funding, with the exception of the Transgender Services Program provided by Asian Women's Shelter; it was recommended to be funded at \$30,000. Please see below for discussion of minimum funding amounts.

There was much discussion about a minimum amount of grant funding, and given the associated costs and time involved to administer a grant, it was determined that the Department should increase the established floor for grant amounts to \$30,000 annually. Therefore, the minimum amount of a Violence Against Women Prevention and Intervention Grant is now established at \$30,000 per year. Two proposals, Asian Women's Trans Services and San Francisco Safe House's Safe House Program, are both recommended for funding at \$30,000.

Next Steps

The Commission is asked to vote on the Funding Committee's recommendations at its December meeting on Wednesday, December 10, 2014. In the event the Commission does not adopt the recommendations, the Funding Committee will reconvene, and a special session of the Commission on the Status of Women will need to be convened two weeks following the Funding Committee meeting. Following the approval of the recommended grant allocations, there will be a period of contract negotiation and grant plan development which must be concluded by the spring of 2015 in order to initiate the formal Grant Agreements and meet the July 1, 2015 service start date. Programs selected for funding will be part of the Department's Violence Against Women Grants Program for the next three fiscal years, FY 2015-2016, FY 2016-2017, and FY 2017-2018. Grants will conclude on June 30, 2018.

I am available to answer any questions you have.

Department on the Status of Women
 Violence Against Women Prevention and Intervention (VAW) Grants Program
 FY 2016-2018 Allocation Proposal - REVISED December 8, 2014
 FY2015-2016, FY2016-2017, and FY2017-2018

CRISIS LINE SERVICES				
Agency	Program	FY 2014-2015 Allocation	FY 2015-2016 Request	FY 2015-2016 Funding Recommendation
San Francisco Women Against Rape	Sexual Assault Crisis Line	\$ 133,176	\$ 139,819	\$ 133,176
WOMAN, Inc.	24-Hour Crisis Line	\$ 322,392	\$ 279,000	\$ 279,000
Sub-Total		\$ 455,568	\$ 418,819	\$ 412,176

LEGAL ASSISTANCE				
Agency	Program	FY 2014-2015 Allocation	FY 2015-2016 Request	FY 2015-2016 Funding Recommendation
Asian Pacific Islander Legal Outreach	Asian Pacific Islander Violence Against Women Services	\$ 278,327	\$ 305,875	\$ 278,327
Bay Area Legal Aid	Violence Against Women Prevention Project	\$ 204,218	\$ 225,000	\$ 204,218
Justice and Diversity Center of the Bar Association of San Francisco	Cooperative Restraining Order Clinic (CROC)	\$ 208,080	\$ 208,080	\$ 208,080
Justice and Diversity Center of the Bar Association of San Francisco	Domestic Violence Legal Services Project	\$ 211,277	\$ 234,022	\$ 211,277
Legal Aid Society - Employment Law Center	SURVIVE	\$ -	\$ 117,656	\$ 60,000
Sub-Total		\$ 901,902	\$ 1,090,433	\$ 861,902

EMERGENCY SHELTER				
Agency	Program	FY 2014-2015 Allocation	FY 2015-2016 Request	FY 2015-2016 Funding Recommendation
Asian Women's Shelter	Domestic Violence Shelter Services	\$ 206,312	\$ 218,000	\$ 206,312
La Casa de las Madres	Emergency Domestic Violence Shelter Services	\$ 459,643	\$ 412,125	\$ 412,125
St. Vincent de Paul Society of San Francisco	Rosalie House	\$ 249,746	\$ 245,206	\$ 245,206
Sub-Total		\$ 915,701	\$ 875,331	\$ 863,643

TRANSITIONAL HOUSING				
Agency	Program	FY 2014-2015 Allocation	FY 2015-2016 Request	FY 2015-2016 Funding Recommendation
Gun Moon Residence Hall	Gun Moon Transitional Housing Project for Asian Immigrant Domestic Violence	\$ 82,484	\$ 85,000	\$ 82,484
Jewish Family and Children's Services	Dream House	\$ 67,430	\$ 100,000	\$ 67,430
Mary Elizabeth Inn	Inroads Program	\$ 123,481	\$ 123,481	\$ 123,481
Not For Sale	Reinvent Bay Area	\$ -	\$ 691,439	\$ 60,000
San Francisco Safe House	San Francisco Safe House	\$ -	\$ 60,000	\$ 30,000
St. Vincent de Paul Society of San Francisco	Brennan House	\$ 136,531	\$ 127,731	\$ 127,731
Sub-Total		\$ 409,926	\$ 1,087,651	\$ 491,126

INTERVENTION AND ADVOCACY

Agency	Program	FY 2014-2015 Allocation	FY 2015-2016 Request	FY 2015-2016 Funding Recommendation
APR Family Support Services	Home Visitation, Intervention & Advocacy for A/P Families	\$ 102,481	\$ 102,481	\$ 102,481
Asian Women's Shelter	San Francisco Options for Comprehensive Action for Incest	\$ 187,290	\$ 178,200	\$ 187,290
Asian Women's Shelter	Trauma Services	\$ 30,400	\$ 30,000	\$ 30,000
Center for Young Women's Development	Street Survivors Project: Safety, Support & Empowerment	\$ -	\$ 280,280	\$ -
Domestic Violence House	Asian Domestic Violence Intervention and Advocacy Program	\$ 179,280	\$ 224,200	\$ 179,280
La Casa de las Mujeres	Safe Housing Project - San Francisco Housing Authority	\$ 110,000	\$ 140,000	\$ 110,000
Mujeres Unidas y Activas	Sangre de Alma	\$ 188,789	\$ 176,748	\$ 188,789
Sanctum Army Survival Hunters Point	Survivor Support Program	\$ -	\$ 100,000	\$ -
San Francisco Women Against Rape	Sexual Assault Intervention & Advocacy	\$ 180,961	\$ 188,488	\$ 180,961
St. James Infirmary	Violence Prevention and Intervention for Sex Workers	\$ -	\$ 80,000	\$ 80,000
St. Vincent de Paul Society of San Francisco	Pilgrimage Community Office Children's Program	\$ -	\$ 83,814	\$ -
WOMAN, Inc.	Latina Program	\$ 87,430	\$ 130,000	\$ 87,430
Sub-Total		\$ 898,874	\$ 1,887,402	\$ 1,898,874

PREVENTION AND EDUCATION

Agency	Program	FY 2014-2015 Allocation	FY 2015-2016 Request	FY 2015-2016 Funding Recommendation
Asian Culture and Community Center	Wellness Program	\$ 84,818	\$ 148,168	\$ 84,818
Asian Pacific Islander Legal Outreach	Anti-Trafficking Collaborative of the Bay Area	\$ 33,908	\$ 40,000	\$ 33,908
Community United Against Violence	LBT* Women Violence Prevention & Education Program	\$ 88,871	\$ 84,708	\$ 84,708
Community Youth Center of San Francisco (CYC)	Young Asian Women Against Violence (YAWAV) Project	\$ 155,028	\$ 200,000	\$ 155,028
Glenn	Glenn Women's Center	\$ 80,888	\$ 88,282	\$ 80,888
Mujeres Unidas y Activas	Families Against Violence Program	\$ 40,458	\$ 40,458	\$ 40,458
Latender Youth Resource & Information Center	Queer and Trans Youth Overcoming Violence	\$ 188,811	\$ 188,888	\$ 188,811
Mission Neighborhood Centers, Inc.	FACEE	\$ 184,871	\$ 182,000	\$ 184,871
Sanctum Community Development Center	Sanctum and Pacific Islander Domestic Violence Prevention and Awareness	\$ -	\$ 118,545	\$ -
San Francisco Women Against Rape	Sexual Assault Prevention Education	\$ 40,547	\$ 48,868	\$ 40,547
San Francisco Women Against Rape	Students Taking Action Non-Violent Dating (STAND)	\$ 98,878	\$ 104,838	\$ 98,878
St. Vincent de Paul Society of San Francisco	Pilgrimage Health Resiliabilities Curriculum	\$ -	\$ 51,810	\$ -
Women in Dialogue	in Defense of Prostitutes: Women's Safety	\$ 38,908	\$ 38,000	\$ 38,908
Flora Community Center	Basics Domestic Violence Program	\$ 50,888	\$ -	\$ -
Instituto de la Mujer	Preventing Violence Starts in Life	\$ 38,908	\$ -	\$ -
Sub-Total		\$ 1,084,982	\$ 1,084,712	\$ 1,073,877
AMOUNT		\$ 4,763,454	\$ 4,444,408	\$ 4,761,538

NOTE: The Department has been instructed to implement 1% ongoing reductions in General Fund Support in Year 2 of the 3-year A-A-A Grants Cycle (FY 17-19). Those potential reductions are not reflected in this document.



Emily M. Murase, PhD
Executive Director

City and County of San Francisco
DEPARTMENT ON THE STATUS OF WOMEN



Edwin M. Lee
Mayor

**Violence Against Women Prevention and Intervention Grants Program
Grant Opportunity FY 2015-2018**

**REVIEW PANEL MEMBERS
Demographic Information**

The Department on the Status of Women asked each Expert Review Panel member to voluntarily identify their gender and ethnicity. As well we asked Panel members *What is your area of expertise?* Identifying information and answers are below.

PANEL MEMBER	DEMOGRAPHIC INFORMATION	AREA OF EXPERTISE
Panel Member 1	Female, Iranian	Public Health Program Evaluation and Implementation
Panel Member 2	Female	International Human Rights Law
Panel Member 3	Female	Human Rights Law and Policy
Panel Member 4	Female, White	Programs for Jail Inmates / Re-entering Programs
Panel Member 5	Female, White	Domestic Violence Policy, Non-Profit Administration, City Contracting
Panel Member 6	Female, Jewish	Social Change Philanthropy, Grant Making, Coalition Building and Facilitation
Panel Member 7	Female, Asian	Fiscal Analysis, Budget Development
Panel Member 8	Female	Finance, Operations, Grant Making

Panel Member 9	Female, Latina	Girls Services
Panel Member 10	Female, White	Criminal Justice Policy
Panel Member 11	Female, Caucasian	Nonprofit Management, Marketing, Community Engagement
Panel Member 12	Female, White	Nonprofit Management, Development
Panel Member 13	Female, Hispanic	Domestic Violence, Homelessness
Panel Member 14	Female, Caucasian	Youth and Community Development
Panel Member 15	Male	Nonprofit Administration and Grant Making
Panel Member 16	Female, White	Research and Evaluation Methods, Sex Work, Trafficking, Policy Analysis, Human Rights
Panel Member 17	Female, African American / Multi- Racial	Education, Workforce Development, Housing, Multicultural and Women's Issues
Panel Member 18	Female, Black	At-risk Youth Advocate, Community Engagement
Panel Member 19	Female, African American	Women's Studies
Panel Member 20	Male, Asian	Family Support
Panel Member 21	Female	Rape Crisis Services, Nonprofit Administration



City and County of San Francisco

Commission on the Status of Women

Mayor Edwin M. Lee

Executive Director Emily M. Murase, PhD

NANCY KIRSHNER-RODRIGUEZ
President

ANDREA SHORTER
Vice President

AMY ACKERMAN
Commissioner

ALICIA GAMEZ
Commissioner

MARY JUNG
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Wednesday, December 10, 2014

4 – 6 pm

City Hall Room 263
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

GOVERNMENT
DOCUMENTS DEPT

JAN 28 2015

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Members Present

President Nancy Kirshner-Rodriguez
Vice President Andrea Shorter
Commissioner Amy Ackerman
Commissioner Alicia Gamez
Commissioner Julie D. Soo
Commissioner Mary Jung

Staff Present

Executive Director Emily Murase, PhD
Associate Director Carol Sacco
Director of Women's Policy Minouche Kandel
Fiscal & Policy Analyst Stephanie Nguyen
Executive Management Assistant Iris Wong
Policy Fellow Allison Ipsen
Policy Fellow Elizabeth Newman
Policy Fellow Julie Lim
PAAWBAC Fellow Sarah-Maya De Guzman

10/14

I. CALL TO ORDER/ AGENDA CHANGES

President Kirshner-Rodriguez called the meeting to order at 4:12 pm.

Commissioner Ackerman inquired whether the Violence Against Women Prevention and Intervention Grant will be continued to the Commission's January meeting. She stated that the public should be informed of the item's continuance in order to respect their time. Commissioners expressed a preference to discuss the matter tonight, leaving open the possibility that the item would be continued, but only after discussion.

Commissioner Soo arrived at 4:17pm

Action: To approve the meeting agenda.

m/s/c (Shorter/Soo/Unanimous)

II. APPROVAL OF MINUTES

Action: To approve draft minutes from November 21, 2014.

m/s/c (Soo/Gamez/Unanimous)

III. EXECUTIVE DIRECTOR'S REPORT

Dr. Emily Murase directed Commissioners to her written report. Below are the highlights.

1. SFOAHT Labor Trafficking conference

Dr. Murase thanked the Commissioners for their support on the Labor Trafficking Conference, especially Commissioner Soo, who serves as Co-Chair of SFOAHT. Dr. Murase highlighted the important progress on anti-human trafficking efforts over the past 5 years. There were many notable speakers, including State Senator Mark Leno, Assessor-Recorder Carmen Chu, Board of Supervisors President Katy Tang, and

Public Defender Jeff Adachi. Special thanks to Fiscal & Policy Analyst Stephanie Nguyen and PAAWBAC Fellow Sarah-Maya De Guzman for their tremendous work supporting the conference.

2. Annual Combined Charities Campaign

This year's Campaign raised over \$1 million. Department staff had 100% participation, and Commissioners had 50% participation.

3. Budget

For the first time in many years, Mayor Edwin M. Lee announced that there will be no budget cuts to Year 1 of the 2-year budget, FY 15-18, but he directed departments to come up with a 1% cut to General Funds in Year 2.

4. Department Fellows

Dr. Murase introduced the newest Department fellows to the Commissioners:

- a. Allison Ipsen, a graduate of Claremont McKenna College, is currently working with Ms. Kandel on violence against women policies.
- b. Elizabeth Newman, a recent MPP graduate from University of Southern California, is working with Ms. Wong on the Cities for CEDAW Campaign.
- c. Julie Kim, a fellow from South Korea, is excited to work on anti-human trafficking policies with Minouche after working on gender equality for 7 years.

Commissioner Jung arrived at 4:26pm.

IV. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

m/s/c (Gamez/Soo/Unanimous)

V. NEW BUSINESS

A. Violence Against Women Prevention & Intervention Grants Program Funding for FY 2015 - 2018

Associate Director Carol Sacco presented on the FY 2015 – 2018 Violence Against Women (VAW) Prevention & Intervention Grants Program Funding Request for Proposals (RFP). Below are the highlights.

- The RFP was released on September 18, 2014, asking applicants to consider and address the six priority service areas of the VAW Grants Program:
 1. Crisis Lines
 2. Emergency Shelter
 3. Legal Services
 4. Transitional Housing
 5. Intervention & Advocacy
 6. Prevention and Education Services

- Applications were due no later than 12 Noon on October 24, 2014. The Department received 41 proposals, of which 22 were from existing Partner Agencies, seven were from new agencies, and two currently funded agencies did not apply. The total funding requests totaled to just over \$6,444,408.
- Two staff members reviewed all applications to make sure they met the minimum requirements. In mid-November, Ms. Sacco moderated 7 in-person review panel meetings. The Review Panel was made up of 21 individuals with a variety of backgrounds and expertise relevant to the evaluation process. Each proposal was read by 3 Review Panel members.
- The Funding Committee, made up of a Commissioner and staff members, met on November 24, 2014, and reviewed all of the recommendations from the Review Panel.
- Following approval of the recommended funding allocations, there will be a period of contract negotiation and grant plan development, with official service starting on July 1, 2015.

Dr. Murase noted to Commissioners that there was an issue with agencies who provide Emergency Shelter services. One of the agencies, La Casa de las Madres, applied for less money than it currently receives, believing that the application was limited to General Funds. While this was true for the RFP issued four years ago, this funding cycle drew from both the General Fund and Marriage License Fund, a state funding source. Dr. Murase clarified that at the Bidder's Conference that is open to all applicants, Ms. Sacco made clear that the funding source came from both the General Fund and Marriage License Fund. This answer was included in a Question and Answer document that was posted on the Department website and made available to everyone.

Dr. Murase recognized that La Casa de las Madres provides important services, and the Department recommends that Commission continue the item to its January meeting in order to resolve the issue.

Vice President Shorter stated that she participated in the Funding Committee. She explained that the Committee did not find it unusual that the La Casa asked for less money because there was a trend of organizations requesting less money than they were currently funded for.

Dr. Murase stated that Department staff members worked very diligently to ensure a transparent and fair process. Commissioners acknowledged that the process was very thorough.

Public Comment:

1. Katherine Berg, Associate Director of La Casa de las Madres, recognized the work of Department staff and stated that the agency does not want to take away funds from other agencies and, instead, wants to look for other solutions. However, the agency's position is that Marriage License Fee monies should not be considered together with General Funds.
2. Beverly Upton, Executive Director of Domestic Violence Consortium (DVC), applauded the Department and the Commission for their work. Over the last few days, many technical issues regarding the RFP have surfaced, and the DVC expressed appreciation for the grace and leadership with which the Department is handling a complex situation.
3. Jill Zawisza, Executive Director of WOMAN, Inc., thanked the Commission and Department for the transparency throughout the RFP process. She stated that WOMAN Inc. worked very hard on its proposal and was one of the agencies that requested less money. She expressed her thanks to the Department and the Funding Committee for recommending continued funding of existing grantees, including WOMAN, Inc.

4. Denny David, Deputy Director of LYRIC, thanked the Commission for the level of stability and organization throughout the RFP process. He recognized that many clients rely on the stability of funding, and thanked everyone in the room for the work that has been done. He especially thanked Ms. Sacco for her work throughout the RFP process.
5. Sarah Wan, Executive Director of Community Youth Center, thanked the Commission and the Department for the VAW Grants Program, and respected the possible decision of continuance in order to provide funding for the community as a whole.
6. Vida Kuang, Youth Coordinator of YAWAV (Young Asian Women Against Violence) at CYC, introduced Peer Leader Hao Lin, a high school student, who thanked the Commission for its continued support. She stated that she has learned a lot about domestic violence, sexual harassment, and human trafficking, all of which helps her to benefit her community.
7. Elizabeth Kirton, Executive Director of Asian Women's Shelter, recognized Ms. Upton as a strong coordinator of efforts for the anti-domestic violence community. She stated that all the agencies are committed to providing sufficient services to the community, and it will be interesting to see how the newly funded agencies can benefit the community. She also thanked the Commission and the Department for facilitating these exciting coalitions.
8. Pablo Espinoza, Operations Director of CUAV (Community United Against Violence), thanked Department staff members for their support in the process, as well as the Commission for taking the time to consider all possible solutions.
9. Kathy Black, Executive Director of La Casa de las Madres, stated that it has been an honor and pleasure to work with Ms. Sacco throughout the RFP process. She stated that with Ms. Kandel's help, La Casa has been selected for the Safe Housing Project at San Francisco Housing Authority (SFHA). The agency has since identified two great individuals to be stationed at the SFHA. She thanked the Commission for taking more time to consider possible solutions. The agency is already beginning to advocate for separate funding, and it does not want to take away funding from other organizations.

Dr. Murase noted that after the rigorous review process, all currently funded agencies that applied for the RFP were evaluated as strong programs that greatly benefit the San Francisco community. She also reminded Commissioners that, although the Department wants to assure predictable funding levels, the process per the City Attorney's advice included disclaimers that there is no guarantee of funds, and that there may be changes to funding levels.

Dr. Murase explained that a final vote by the Commission will trigger a notice of intent to fund, which would start a 5-day protest period. If the Commission continues the vote on allocations to January, then this process could not occur until then.

Action: To postpone action on approving the funding recommendations of the Violence Against Women Prevention & Intervention Grants Program for FY 2015 – 2018 to January 2015.

m/s/c (Shorter/Jung/Unanimous)

Action: To move the Commission meeting to Closed Session

m/s/c (Soo/Gamez/Unanimous)

VI. CLOSED SESSION

VII. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director Emily M. Murase, PhD.

Public Comments on all matters pertaining to the Closed Session.

None.

Action: To elect to not publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a). *m/s/c (Soo/Shorter/Unanimous)*

VIII. ADJOURNMENT

Action: To adjourn the meeting. *m/s/c (Shorter/Gamez/Unanimous)*

